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SECOND REPORT

OF THE

PAKISTAN PUBLIC SERVICE COMMISSION

FOR THE

Period Ist January to 3Ist December, 1949.

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INTRODUCTION

The Government of India Act, 1935, (as adapted) does not make it obligatory for the Pakistan Public Service Commission to give an account of their work. But the Commission desire to take the public into confidence and with the approval of the Government have decided to publish their annual reports.

2. As far as the Commission's Annual Reports for the years 1949, 1950 and 1951 are concerned, these were prepared by the previous Commission but not published during their tenure. In January, 1954, Government decided that these Reports should also be published with explanations of the Ministries/Divisions concerned, on the remarks made by the Commission. The question whether these Reports of the previous Commission should or should not be published was further examined. In August, 1954, it was finally decided that all the reports of the Commission except the First Report for the period from 14th August 1947 to 31st December, 1948. Should be published. Accordingly, the Commission are now publishing these Reports with explanations of the Ministry/Division concerned wherever necessary.

The Commission, however does not choose at this stage to comment upon these explanations.

GENERAL

Personnel:— The personnel of the Commission remained the same as in the previous year, viz:—

1.	Mr. M. Afzal Husain,	—	Chairman
2.	Mr. Shahid Suhrawardy	—	Member
3.	Mr. Abdul Ghafoor Khan	—	Member

3. The services of Mr. M. Afzal Husain were placed at the disposal of the Ministry of Foreign Affairs and Commonwealth Relations from the 27th September, to the 22nd October, 1949 for a Goodwill Mission to Hedjaz.

4. The post of Secretary to Commission remained vacant.

5. Mr. F. E. Quraishi continued as Officer on Special Duty throughout the year.

6. Mr. Sardar Ahmad, Assistant Secretary continued in charge of the current duties of Secretary.

7. Dr. G. M. Mehkri was appointed as a temporary additional Assistant Secretary with effect from the 5th March, 1949.

8. The Secretary of the Pakistan Public Service Commission is *ex-officio* Field Recruiting Officer of the United Nations in Pakistan and recruitment of Pakistan Nationals for posts under the United Nations is conducted through him.

9. *Staff:*— The Ministerial and Class IV staff of the Commission's office at the end of December, 1949 consisted of the following:—

Superintendents.	4
Assistant-in-Charge.	1
Assistants.	26
Confidential Assistants.	2
Stenographers.	4
Steno-typist.	1
Lower Division Clerks.	36
Record Sorters.	2
Daftries.	6
Jamadar.	1
Peons.	17
Chowkidars.	2

10. Additional staff (6 Assistants and 4 L. D. Cs.) was appointed in the beginning of the year under review to cope with the heavy rush of work in connection with the Central Superior Services and Ministerial Services (Assistants and Clerks) Examinations.

11. *Accommodation:*— The office of the Commission continued in the Hindu Gymkhana Building during the year under report. The annexe to the Gymkhana Building was also allotted to the Commission in the month of July as the main building became insufficient on account of increase in the office staff and separation of the Services Branch from the Cash Establishment and General Branch. The accommodation available is far from adequate. The office of the Commission was declared Security Area at the end of the year.

12. *Receipts and Expenditure:*—The total receipts and expenditure during the financial year 1948-49 were as follows:—

Receipts	Rs. 82,834-0-0
Expenditure:—	
(a) Pay of officers.	Rs. 71,624-0-0
(b) Pay of establishment.	Rs. 69,891-0-0
(c) Allowances and Hon.	Rs. 44,726-0-0
(d) Other charges.	Rs. 70,585-0-0
Total......	Rs. 2,56,826-0-0

13. The number of letters received and despatched during the period under review is given below:—

Number of letters received	...	...	...	30,184
Number of letters despatched	...	...	...	29,597

RECRUITMENT BY SELECTION

14. During the year 1949 one major recruitment which the Commission conducted was the selection for 85 posts in the Pakistan Foreign Service. The posts were advertised in Pakistan, India and other foreign countries. 3730 applications were received by the Pakistan Public Service Commission. 872 of these applications were received through the High Commissioner for Pakistan in the United Kingdom and 18 were received direct from other foreign countries. To deal with this recruitment a special branch was constituted, 1388 candidates were interviewed at different centres as per details in *Appendix I.*

15. Mr. S. Suhrawardy, Member, Pakistan Public Service Commission was deputed to interview those candidates who had applied from abroad. Mr. Suhrawardy held interviews at Basra, Baghdad, Tehran, Cairo, London, Washington, and Rangoon etc. Full details of Mr. Suhrawardy's tour abroad are given in his report at *Appendix II* which was submitted to Government.

16. Besides the above selection the Pakistan Public Service Commission issued 124 advertisements for different posts and stipendiary scholarships. In response to their advertisements, the Commission received 3332 applications and 1771 candidates were interviewed.

17. The total number of candidates recommended by the Commission for appointment to different posts was 377. Statements giving detailed information regarding the recruitments and scholarships are at Appendices *III and IV* respectively.

18. The recruitment cases which were pending at the close of the preceding year were completed during the year under report.

19. In some cases the Commission's recommendations are still under the consideration of Government and no final decision has so far been reached (*Appendix III*).

20. Recruitment to posts in the Ministry cf Defence, Government of Pakistan does not fall within the purview of the Commission, but whenever approached, the Commission agreed to assist the Ministry.

21. In the following cases of recruitment the Commission held selections for the Ministry of Defence during the period under report:—

(i) Civilian Engineers, Royal Pakistan Navy.

(ii) Ten posts of Cantonment Executive Officers.

(iii) Civilian Electrical Engineer, Royal Pakistan Navy.

(iv) Professors and Lecturers for the School of Military Engineering, Sialkot.

(v) Staff Officer (Welfare), Naval Headquarters.

(vi) Civilian Storekeepers, Air Headquarters.

(vii) Fumigation-Cum-Pest Control Officer, Naval Headquarters.

(viii) Naval Port Transport Officers, Royal Pakistan Navy.

(ix) Assistant Inspectors Grade I, Inspectorate of Armaments.

(x) Executive Engineers, Ministry of Defence.

(xi) Assistant to Superintending Sea Transport Officer.

22. In a few cases, at the request of the Pakistan Public Service Commission candidates from East Pakistan were interviewed by the East Pakistan Public Service Commission at Dacca, and candidates from West Pakistan were interviewed by the Punjab and N.W.F.P, Joint Public Service Commission at Lahore. In such cases, helped by data, the final selection was, however, made by the Pakistan Public Service Commission. In one case at the request of the East Pakistan Public Service Commission the Pakistan Public Service Commission interviewed one candidate at Karachi for a post in the Statistical Board and Bureau of Commercial and Industrial Intelligence, Government of East Pakistan.

23. In the following cases of recruitment the time at the disposal of the Commission being very short, no interviews were held and selections were made only on paper qualifications of the candidates:—

(i) Scholarship awarded by the Colorado School of Mines, Colorado, U.S.A.

(ii) Thirteen Civilian Storekeepers, Air Headquarters.

(iii) Award of a Scholarship offered by the French Government.

(iv) Award of a Scholarship offered to Pakistan Nationals by Messrs J. E. Seagram and Sons, Inc. U.S.A.

(v) Award of six Scholarships for advanced studies in Universities of the United Kingdom and the United States of America.

24. As written tests prove useful in eliminating unsuitable candidates before the interview stage, for recruitments where a large number of candidates apply, and in determining the standard of knowledge of the candidates, in the following recruitment cases the candidates were required to sit for a written test and only those who qualified at the written test were interviewed for the purpose of making the final selection:—

(i) Assistant Director, Advertising, Films and Publications.

(ii) Senior Translator, Constituent Assembly of Pakistan.

(iii) Cypher Compilation Officer, Joint Cypher Bureau.

(iv) Publicity Officer, Baluchistan.

(v) Award of six Scholarships for advanced studies in Economics in the Universities of U.K. & U S A. (No interviews were held as the recruitment was urgent).

The Commission feel that this system should be extended further.

25. At the request of the Ministries/Divisions concerned some highly technical posts were advertised in the U.K., U.S.A. and other foreign countries through the Pakistan Government's Representatives in those countries. The Commission considered the applications received from abroad along with those received from Pakistan/India at the time of making the final selection.

26. In cases where the qualifications prescribed were of a technical nature, the Commission, in addition to the Departmental Representatives, invited independent experts to assist them at the interviews for judging the suitability of candidates for the posts. The Commission are grateful to the experts for giving them the benefit of their advice and assistance. The Civil Service Commissioners, U.K. are ordinarily assisted by technical advisers who are paid for their services. In Pakistan it is often difficult to find technical advisers outside the Government services.

27. In 27 recruitment cases the Pakistan Public Service Commission were unable to find from among those who applied in response to the advertisements suitable candidates for appointment and the Ministries/Divisions concerned were informed accordingly.

28. In the following recruitment cases, the Ministry/Division concerned informed the Commission, after the posts had been advertised, that the recruitment need not be made and the Commission refunded the application fees of the candidates:—

(i) Selection of forty-six candidates for training in Metallurgy, Ministry of Defence. (The Ministry of Defence were allowed to make their own selection and the applications received in response to the Commission's advertisement were forwarded to the Ministry for consideration)

Explanation:— As only 6 candidates of requisite standard had applied in response to Pakistan Public Service Commission's advertisement, and in view of the delay that would have been caused if the posts had been re-advertised, the Pakistan Public Service Commission allowed the Ministry of Defence to make their own selection from amongst duly qualified candidates whose applications had already been received in Ministry of Defence in response to Chemical Engineering trainees posts.

(ii) Deputy Port Administrative Officer, Railway Division.

Explanation:— The Commission were requested vide this office letter No. E48-RC1/7, dated 6-8-1949 to agree to the appointment of one Mr. Abdul Qadir Sheikh to the post of Deputy Port Administrative Officer, Chittagong Port without advertising the post as the Railway Division were confident on the basis of their past efforts that no better candidate was likely to be found. Moreover, it was feared that if the post was advertised even Mr. Sheikh would not apply for fear of jeopardising his career in India. The Commission, however, were not convinced and informed the Railway Division in October, 1949 that they had decided to advertise the post. Just then there were some changes in the Port Administration and it was decided to defer the appointment of the Deputy Port Administrative Officer and Commission were accordingly informed vide this office letter No. E48-RC-1/7, dated 4-11-49 not, to advertise the post. The Commission, however had issued the advertisement before that i. e. on 25-10-49. In June 1950 the assessment of the requirements of the staff of the Chittagong Port revealed that there was no justification for the post of the Deputy Port Administrative Officer. The Commission had, therefore, to be requested not to proceed with the recruitment to the post vide this office letter No, E48-RC1/7, dated 27-6-50. Thus it will be observed that the change in the requisition had been made purely for administrative reasons and there was no intention to back out when the Commission declined to entertain the candidate recommended by the Railway Division.

(iii) Entomologists (C.G.O.) for P.A.M.C. School, Lahore Cantt.

Explanation:— The DGMS, while on tour in Europe, selected a displaced European who was considered to be eminently suited for the post.

29. The post of Urdu Reporter for the Constituent Assembly of Pakistan was first advertised as reserved for candidates from East Pakistan. As no candidate from East Pakistan applied, the post was re-advertised with revised age limits and thrown open to candidates from all over Pakistan.

30. In addition to the recruitment cases that were received during the period under report from the United Nations a competitive examination for the selection of trainees was

held in October, 1949. The total number of applications received for admission to the examination was 310, and 145 candidates were admitted to the examination. The United Nations selected the 20 top-most candidates in the order of merit for interview. A representative of the United Nations Secretariat visited Pakistan for interviewing these candidates. Finally four candidates were selected for appointment as trainees in the United Nations Secretariat.

31. From their experience the Pakistan Public Service Commission are of the opinion that there is a general shortage of candidates possessing technical qualifications. In the following cases of recruitment to technical posts the Commission could not find suitable candidates from Pakistan for appointment.

(i) Jute Development Officer.

(ii) Director of Development (Engineering and Metal Industries) under the Director-General, Supply and Development.

(iii) Controller of Patents and Designs under the Industries Division.

(iv) Mining Inspector in the Department of Mineral Concessions.

(v) Deputy Director in the Department of Mineral Concessions.

(vi) Assistant Managers, Litho Printing, Survey of Pakistan.

(vii) Stores Officer, Survey of Pakistan.

(viii) Superintendent of Insurance.

(ix) Deputy Director, Sanitary Engineering for the Central Engineering Authority.

(x) Director, Civil Engineering, Central Engineering Authority.

(xi) Director, Electrical Engineering, Central Eng. Authority.

(xii) Director of Libraries.

(xiii) Education Officer (Technical).

(xiv) Librarian, Educational Information Bureau.

(xv) Assistant Director Communications, Civil Aviation Deptt.

(xvi) Deputy Director, Regulations and Information, Civil Aviation Department.

(xvii) Assistant Director Statistics, Agriculture Divn.

(xviii) Director of Statistics and Statistical Officer, Agriculture Division.

(xix) Section Officer, Bureau of Laboratories.

(xx) Cost Accountant-and Business Manager, Department of Advertising, Films and Publications.

(xxi) Artist Engraver for Pakistan Mint.

(xxii) Statistician, Ministry of Defence.

In this connection it may be added that too rapid an expansion is going on in all the Departments and it may result in general inefficiency if men of adequate qualifications are not appointed.

COMPETITIVE EXAMINATIONS & TESTS.

32. The first Central Superior Services Examination, to which reference was made in the last Annual Report, commenced on the 10th and concluded on the 24th January, 1949. The results of the written examination which were announced on the 2nd June 1949, could not be compiled earlier as many of the examiners, inspite of reminders did not submit their reports in time. The *Viva Voce* test of the candidates who qualified in the

written examination was held at Dacca from the 18th to the 20th June, 1949, at Chittagong on 23-6-1949 and at Karachi from 1-7-1949 to 9-7-1949. A statement of the results of this examination is given in *Appendix V*. The number of vacancies to be filled on the results of the examination was 99. Information regarding the actual number of appointments made is not available.

33. The Central Superior Services Examination, scheduled to be held in 1950, was announced and necessary arrangements for holding it at Dacca, Lahore and Karachi were completed during the year under review.

34. In accordance with the Government's decision, candidates belonging to the Tribal and Excluded Areas of West and East Pakistan were granted privileges similar to those allowed to Scheduled Caste candidates, viz., relaxation in the upper age limit by 3 years and 2 years, respectively, and payment of only one-fourth of the examination fee.

35. The Government also fixed provincial quotas for recruitment of qualified candidates on the results of the examination.

36. Rules for recruitment to the following Engineering Services under the Govt. of Pakistan were framed:—

(i) The Civil Engineering Department,
(ii) The Electrical Engineering Department,
(iii) The Signal Engineering Department,
} of the Pakistan Railway Service of Engineers.

(iv) The Stores Department of Pakistan Railway Service.

(v) The Telegraph Engineering Service, Class I.

37. Two examinations (i) for recruitment to the Commissioned ranks (permanent cadre) of the Royal Pakistan Navy and (ii) for selection of Special Entry Cadets for the Royal Pakistan Navy were also conducted during the year (one in February, and the other in June). The Examination held in February, was a combined examination for recruitment of cadets to the Commissioned Ranks (Permanent Cadre) and for Selection of "Special Entry Cadets" for the Royal Pakistan Navy. The examination held in June was for recruitment of cadets to the Commissioned Ranks (Permanent Cadre) of the Royal Pakistan Navy. In all 124 candidates appeared at these examinations of which details are given in *Appendix VI*. These examinations have, however, been discontinued at the instance of the Ministry of Defence who are now making their own arrangements.

38. For recruitment of ministerial staff for the Pakistan Central Secretariat and its Attached Departments, 28 tests and 4 examinations were held during the year under review for the various cadres of the Ministerial Services.

39. Out of 2961 candidates who applied for admission to the various tests and examinations, 2,909 were admitted and of 2,069 candidates who actually appeared, only 816 qualified.

40. For the recruitment of (i) Stenographers and Stenotypists and (ii) Assistants and Clerks. two separate examinations were held on the 27th February, 1949 and from 16th to 19th June, 1949, respectively, simultaneously at three centres Karachi, Lahore and Dacca. Arrangements for holding these examinations at Lahore and Dacca were made through the Punjab and N.W.F.P. Joint Public Service Commission and the East Pakistan Public Service Commission, respectively. Out of 2,300 candidates who appeared at these examinations only 698 qualified. Details of these examinations are given in *Appendix VII*.

41. The small number of candidates who qualified at these examinations was inadequate to meet the need for qualified hands in the Ministries and their Attached Departments. It was, therefore, decided to hold fresh examinations as early as possible and in order to attract more candidates to these examinations, no age limit was fixed in the case of temporary Government employees, and the age-limit was raised for others. Better scales of pay for all categories *viz.* Assistants, Clerks, Stenographers and Steno-typists were also laid down.

42. Four Proficiency tests were conducted for Stenographers, Stenotypists, and Typists. Three of these tests were held at Karachi and one at Rawalpindi. A Proficiency test of Urdu typists was also held in April, 1949 at which only two candidates appeared and both qualified. The total number of candidates who were called for these proficiency tests was 740, out of which 146 qualified and earned the prescribed proficiency allowance. In addition, 21 tests were held at Karachi and two special tests at Lahore and Rawalpindi in type-writing; for purposes of confirmation and grant of advance increments, etc., to the ministerial staff. 1560 candidates applied for these tests and out of them 552 passed (*Appendix VII*).

TOTAL NUMBER OF CANDIDATES INTERVIEWED DURING THE PERIOD UNDER REVIEW

43. The candidates applying from East Pakistan were interviewed at Dacca Chittagong. Those applying from West Pakistan were interviewed at Karachi or Lahore and sometimes at Peshawar, Rawalpindi and Abbottabad. During the period under report the Commission held interviews as shown in the statement below.

Centre.	Number of visits.	No. of days	No. of candidates interviewed per day average	Total No. of candidates.
1	2	3	4	5
Karachi	—	105	17	1804
Lahore	6	22	26	565
Rawalpindi	1	4	28	110
Peshawar	2	7	27	183
Abbottabad	1	1	28	28
Dacca	4	16	27	440
Chittagong	2	4	33	130
Total:—	16	159	186	3260

44. The interval between the appearance of the advertisements for the selection (including written examinations) and their completion ranges from three to seven months and at times it is even more. However, in the cases of C.S S. examination 1949 and the M.S. (Assistants and Clerks) examination 1949 the Commission could finalize the results only after a period of one year. This includes the time taken in the framing of rules and the syllabus etc. for the examinations. The arrangements for the holding of the examinations are also to be made at Dacca and Lahore centres in addition to Karachi centre which involves a lot of time.

45. The Commission do their best to curtail this period but the main difficulty which causes delay is that they have to visit Dacca for interviewing candidates from East Pakistan.

The recruitment cases for which pre-selection is made just before the Commission's tour to Dacca are completed earlier as compared with those which have to be kept over till such time as the Commission fix their next tour to Dacca for holding interviews. Some delay is also caused at the time of pre-selection in case the Ministries/Divisions are associated.

46. It is, however, seen from the U.K. Civil Service Commissioner's Report for the period January 1941 to March 1949 that they also experienced difficulties in the case of written examinations and consequent delay in finalization of the results.

TEMPORARY APPOINTMENTS WITHOUT ADVERTISEMENTS

47. 80 cases in which 101 temporary appointments without advertisements were involved (of which details are given in *Appendix VIII*) were referred to the Commission for concurrence during the year under report. In all these cases the candidates were proposed by the Ministries /Divisions for appointments to specific posts. In several cases the persons recommended were holding posts for more than one year without the approval of the Commission and in contravention of Regulation 4 (b) of the F P.S.C. (Consultation by the G.G.) Regulations. The Commission agreed in 70 cases with the proposals put forward by the Ministry/Division concerned but did not agree in 31 cases. This is an unsatisfactory feature of recruitment and has been criticised very much in the press.

PROMOTIONS

48. In all 23 cases, in which about 89 promotions were involved, were considered by the Commission during the year under review. The Commission, in all these cases, tendere dtheir advice, as per details given in *Appendix IX*.

NON-ASIATIC DOMICILE

49, 10 cases in which non-Asiatic domicile was claimed were referred to the Commission. The Commission advised non-Asiatic domicile in one of these cases and Asiatic domicile in all the others. The advice tendered by the Commission was accepted in all cases.

DISCIPLINARY CASES.

50. Some of the candidates who appeared at the Commission's examinations presented forged documents, changing their date of birth or the class/division in which they had passed the examination. Those found guilty of forgery and cheating were disqualified from the examination concerned, and also debarred from employment under Government. The Commission had recommended prosecution in some of these cases as it was considered that such action would act as a deterrent but Government did not accept this recommendation.

> *Explanation*:— The recommendation of the Commission was given very careful consideration but it was decided that dismissal of the persons concerned in the case of those in Government service and debarring from Government employment in the case of those not in service, was sufficient punishment and would also act as a deterrent.

51. Seven disciplinary cases were referred to the Commission for advice during the period under report. The advice tendered by the Commission in these cases was accepted except in one case referred to by the Ministry of Industries. In this case two officers were accused of dishonest practices. After an enquiry had been held, the case was referred to the Commission for advice regarding punishment. The Commission felt that a proper enquiry, as required under the rules, had not been conducted and the accused officers not given full opportunity to defend themselves. The Commission, therefore, advised that after a proper enquiry had been conducted, the case be referred to them

again. The Ministry concerned did not accept the above advice and dropped the case. Much correspondence was exchanged, the Ministry taking the view that the Commission had no *locus standi* to force an enquiry. Consequently the Commission asked that the case should be placed before the Hon'ble the Prime Minister, who has now ordered that the enquiry should be held.

ADOPTION OF MEASURES TO CHECK APPOINTMENTS AND PROMOTIONS MADE WITHOUT REFERENCE TO THE COMMISSION.

52. With a view to checking any violation of the statutory necessity for consultation with the F.P.S.C. in case of appointments and promotions made by the various departments and offices of the Government of India it was decided in 1946 that the various offices of the Government of India should furnish to the Commission monthly returns of appointments and promotions made without reference to the Commission in accordance with the regulations governing the functions of the Commission.

53. The above measure was adopted in Pakistan also. Experience has shown, however that this measure has not achieved the desired success as will be observed from the following instances:—

54. During the last two years it has been noticed that Ministries/Divisions do not send monthly returns regularly and in time.

(i) Some of the Ministries e.g. the Ministries of Economic Affairs, States and Frontier Regions and the Agriculture Division did not send any return in spite of several reminders.

Explanation:— Explanation not received.

(ii) The Food Division did not send their returns after July, 1948.

Explanation:— The monthly returns for the period 15th August 1947 to 31st August, 1952 were furnished in a consolidated statement vide this Division D.O. No. 64 (1)/AI/52, dated the 5th November, 1952, addressed to Agha Iftikhar Hosain, O.S.D. Thereafter returns from 1st August, 1952 to 31st August, 1954, have been submitted to the P. P. S. C. regularly.

(iii) The Railway Division submitted a consolidated return (beginning from August, 1947 to 31st May, 1949) in August, 1949. On examining the return submitted by the Railway Division it was found that in about 25 cases it was necessary to consult the Commission. This was pointed out to the Railway Division and it was then that a reference was made to the Commission for approval of appointments.

Explanation:— Under para 4 (b) of the Pakistan Public Service Commission (Consultation by the Governor General) Regulations, only appointments of more than 1 year's duration to Class I have to be referred to the Commission. The P. P. S. C. started functioning in December, 1947 and at that time the position of the gazetted cadres on the Railways was most uncertain. A High Power Committee had subsequently to be appointed to finalize the fixation of the cadres and it was considered that as a result of the recommendations of this Committee a number of appointments to Class I would have to be cancelled. Since there was difficulty with regard to the determination of the period of appointment in individual cases, the Railway Division had to defer their reference on the subject till August, 1949 when a consolidated

statement of 22 (not 25 as reported by the Commission) officers had to be submitted to the Commission for their approval. It will therefore, be seen that the delay in reference was cn account of abnormal circumstances prevailing till August, 1949 and not because there were any ulterior motives in withholding this reference,

55. The difficulty of the Commission in dealing with appointments and promotions made as far back as 1947 may well be realised.

56. Generally full information is not supplied to the Commission in the monthly returns and this entails lengthy correspondence with the Ministries. In most cases, classification of posts is not stated in the returns and this makes the Commission's task difficult in examining whether or not the appointments should have been made in consultation with the Commission. For instance, posts under the Informatiom & Broadcasting Division are neither classified, nor are there any recruitment rules for them and the returns received from this Division cannot, therefore, be satisfactorily examined.

Explanation:— In the Press Information Department all the posts have since been classified in consultation with the Establishment Division. A large number of posts in Radio Pakistan have also since been finally classified in consultation with the Establishment Division. Now only a few posts have been left to be classified and the Establishment Division have been addressed in the matter. The question of formulation of recruitment rules is now under consideration and it is hoped that it will not take long to finalise. In the Information Sections abroad recruitment rules have already been framed and the question of classification has been taken up with the Cabinet Secretariat. In the Press Information Department and the Department of Advertising Films and Publications also the needful is being done. The delay was due to the fact that the question of the formulation of recruitment methods for various posts in and under this Ministry was interlinked with the question of the formation of an Information and Broadcasting Service which was pending since long for want of a decision on pay scales etc, and secondly because the recommendations of the Administrative Enquiry Committee were awaited. However, necessary steps are being taken to expedite the recruitment methods and classification of posts.

57. To overcome this difficulty the Cabinet Secretariat (Establishment Branch) have, at the suggestion of the Commission, issued instructions asking Ministries/Divisions to proceed with the framing of recruitment rules, (including classification of posts) in consultation with the Commission.

58. In some cases the appointments reported were stated to have been made pending recruitment through the Commission, but later no requisitions were sent to the Commission. As an instance the case of the Department of Resettlement and Employment may be cited. Some 25 appointments in that Department were reported by the Labour Division in May, 1948. These appointments were made pending recruitment through the Commission, but the Commission were not asked to make recruitment for these posts till the end of 1949.

Explanation:—

After partition the Department of Resettlement and Employment continued to function with the optee staff against the posts that they were holding at the time of partition. With effect from 1-3-48 the set up of Department was sanctioned for a period of 1 year. Against the

sanctioned posts the optee officers were adjusted. During 1948 the Economy Committee set up by the Government of Pakistan recommended the abolition of the Department as the subjects being dealt with by the Department were considered as the concern of the Provincial Governments. These recommendations were not accepted by the Ministry of Labour and discussions between the Ministries of Labour and Finance and Provincial Governments ensued. The Central Government also appointed an Expert Committee to review and recommend the future of the Resettlement and Employment Organisation. The recommendations of the Expert Committee were available to Government only in 1950 and thereafter this case remained under consideration till October, 1952, when for the first time Government decided to place it on permanent footing under Central control. During this interval *i. e.* from the 1st March 1948 to October, 1952, the posts under the Department were sanctioned for short durations and the life of the Department was extended for a period of 2 months to 3 months at a time. Thus at no stage was the life of the posts of a duration for which regular appointments could be made through the Pakistan Public Service Commission. This position had been explained to the Commission by the Ministry in their letter No. RE/Adm/I/70, dated 16-6-50 and in subsequent communications. After the post had been sanctioned on regular basis, all those posts against which recruitment through the Commission was necessary were referred to the Commission for advertisement and recruitment.

59. It has also been observed that Ministries do not report all the appointments in the monthly returns. For instance, the Ministry of Food and Agriculture made certain appointments in the Forest College, Upper Topa, Murree Hills, but the same were not reported to the Commission. When these appointments came to the notice of the Commission informally, an enquiry was made and it was found that the appointments had actually been made but had not been reported to the Commission in the monthly returns. There may be other similar cases with the Ministries of which the Commission have no definite knowledge as they have no effective check against such violation of rules. Ordinarily about 90% of the appointments which are reported to the Commission in the monthly returns relate to the Ministerial staff i. e. of Assistants and Clerks. The Ministry of Foreign Affairs and Commonwealth Relations have not so far reported a single appointment except in the Ministerial service cadre and they have made many.

Explanation:—This Ministry is not aware of any appointments having been made without the approval of the Pakistan Public Service Commission. It is requested that specific cases in which the Commission have not been consulted, may kindly be furnished to this Ministry.

60. In a few cases it was also observed that appointments were reported to the Commission in the monthly returns after the expiry of the period of appointment. Details of such appointments are given in *Appendix 'X'*

61. From the above it will be observed that the measure adopted to check irregular appointments has been almost a complete failure.

62. The Commission have had under consideration the question of some other measure to check the violation of the statutory necessity for consulting them as regards appointments and promotions cases. The matter came up for discussion in the Conference of All Public Service Commissions in Pakistan which was held in November, 1949 and the following resolution was passed unanimously:—

> "The Commissions viewed with great concern the common abuse of making temporary appointments without consulting them and resolved that in the case of every such appointment (i) the Department concerned should satisfy the Commission about the urgency of the recruitment, (ii) submit within one month the case to the Commission for determining the *prima facie* suitability of the candidates. To ensure that prompt action was being taken, the Accountant General should be instructed that no salary should be paid to the officer beyond the period of three months without a certificate of suitability for temporary appointment obtained from the Commission".

In the opinion of the Pakistan Public Service Commission nothing short of the above measure would be effective in guarding against such violations, and if it is introduced no case either of appointment or of promotion can escape the notice of the Commission.

63. Incidentally it may also be stated that from rule 2 (reproduced below) of the Order in Council of the 22nd July, 1920, it will be seen that in United Kingdom all appointments whether temporary or permanent are made with the prior approval of the Commission:-

> "The qualifications of all persons proposed to be appointed, whether permanently or temporarily; to any situation or employment in any of His Majesty's Civil Establishments shall, before they are appointed be approved by the Commissioners, and no person shall be appointed until a certificate of his qualification has been issued by the Commission."

In the United States of America, President Roosevelt passed an order forbidding disbursing officers to pay the salaries of persons illegally appointed. (History of the Federal Civil Service U.S.A). From the cases mentioned above it will be evident how essential a similar order is for Pakistan.

GRANT OF EXTENSION OF SERVICE.

64. Only one case of extension of service after superannuation was referred to the Commission during the period under review. The proposal was accepted by the Commission.

ADDITIONAL PENSION.

65. Two cases of withholding of additional pension were referred to the Commission during the period under report. The advice tendered by the Commission in these cases was accepted.

GRATUITY AND INJURY PENSION.

66. In all seven cases for award of pensions in respect of injuries sustained were referred to the Commission. The advice tendered by the Commission was accepted in all these cases.

REPRESENTATIONS

67. In all eight representations were received by the Commission during the period under report. Five of these were received direct and the Commission did not take any action; three were received through Government and the Commission tendered their advice. It appears that in several cases representations made by officers are withheld or considerably delayed against regulations.

68. The Commission would suggest measures to stop this, as they feel that every employee has a right to get his grievances redressed.

MISCELLANEOUS CASES

69. 144 miscellaneous cases on different subjects were referred to the Commission for advice during the period under report. Some of the important subjects are mentioned below:—

70. *Examination of Schedule:—* During the period under review 8 cases in respect of the examination of the Schedule to the F.P.S.C. (Consultation by the G.G.) Regulations were referred to the Commission. The Commission tendered their advice in all these cases which was accepted by the Government.

71. *D.P Cs And Ad-hoc Selection Boards:—* In 14 cases, the Commission were asked to depute one of their Members to associate with the Departmental Promotion Committees and *ad-hoc* Selection Boards. In 5 cases the Commission deputed one of their Members to preside over the meetings of the *D.P.C./ad-hoc* Selection Boards and in others it was suggested to the Ministry concerned to send to the Commission the proceedings of the D.P.Cs., for consideration by the whole Commission, under the rules.

72. The Pakistan Public Service Commission are averse to participating in the meetings of the D.P.Cs., as their experience of the D.P.Cs. has shown that the whole procedure of promotions and the way in which they are dealt with is different from the one followed by the Commission. For instance, it has been noticed that departmental officers come with a certain degree of prejudice for or against certain candidates. Those whom they have made up their mind to favour are presented before the D.P.Cs. as the only eligible and suitable candidates and often it is indicated that the post requires such an urgent filling up that there is no time to consider any body else for it.

73. In such circumstances it is difficult for the representative of the Commission to press an impartial view and to give an independent verdict.

74. At present the Commission are generally asked to depute their representative to the D.P.Cs., dealing with promotions from a subordinate service to a class II service or within class II, and class I services, although under the F.P.S.C. (Consultation by the G.G.) Regulations, it is not necessary to consult the Commission with regard to such promotions. As the Commission deal with direct recruitment to class II posts they suggested to the Government that they might also be entrusted with all promotions to Central Services Class II and the rules amended accordingly. The Cabinet Sectt. asked the Commission to suggest suitable amendments to the F.P.S.C. (Consultation by the G.G.) Regulations with a view to making consultation with the Commission necessary in all cases where such consultation was desirable from every point of view. Amendments to the F.P.S.C. (Consultation by the G.G.) Regulations were under consideration at the close of the year under report

FRAMING OF RECRUITMENT RULES

75. The Pakistan Public Service Commission feel that for the proper observance of the requirements of Section 266 of the Government of India Act, 1935 (as adapted) and the F.P.S.C. (Consultation by the G.G.) Regulations which are in force, *mutatis mutandis*, in Pakistan, it is most desirable that recruitment rules should be framed for all Central Services for which such rules do not already exist and recruitment to which is within the purview of the Commission. In regard to isolated posts also, it is considered desirable that the method and field of recruitment should be clearly laid down in all cases. This is necessary to avoid qualifications being spun round a particular candidate, as happen in some cases. Further as the Commission's functions with regard to appointments and promotions etc. are defined in terms of the classifications of posts, it is equally desirable that posts which have not so far been formally classified should be classified in consultation with the Commission so that there may not be any ambiguity as to whether in a particular case a reference to the Commission is necessary or not.

76. The Government was apprised of the above views and as a consequence, instructions have been issued to all Ministries/Divisions to proceed with the framing of recruitment rules and the classifying of posts in consultation with the Commission. The response to the above instructions has been very poor as during the period under review, recruitment rules for the following posts only, were referred to the Commission:—

(i) Assistant-in-charge for the Solicitor's Branch of the Law Division.

(ii) Registrar, Income-Tax Appellate Tribunal, Lahore.

As regards the Ministry of Refugees and Rehabilitation the Commission have agreed that detailed recruitment rules for isolated posts under that Ministry need not be framed but general rules for similar posts in other Ministries should apply.

EXCLUDED CADRES

77. In accordance with the instructions issued by the Cabinet Sectt. (Estt. Branch) in August, 1948, for creating excluded cadres where necessary, 6 cases were referred to the Commission for their advice during the period under review. The Commission tendered their advice in all these cases. The advice tendered by the Commission in all these cases was, accepted by Government.

PROCEDURE FOR APPOINTMENT OF RETURNED OVERSEAS SCHOLARS SPONSORED BY GOVERNMENT

78 In May, 1948, the Ministry of the Interior (Education Division) issued instructions to the effect that when an Overseas Scholar was considered by a Ministry/Division as fit for a class I or class II post, recruitment to which had to be made through the Commission, the Ministry/Division concerned should refer the case of such a scholar to the Commission. After satisfying themselves regarding the suitability of the scholar for the proposed post and interviewing him, if necessary, the Commission would approve of the appointment of the scholar.

79. Though the above procedure was decided in consultation with the Commission it proved unsatisfactory for the following main reasons:—

(i) There is so much variation in academic standards between the Universities and even between different subjects in the same University that it becomes difficult for the Commission to deal with isolated cases.

(ii) If the performance of a non-Government scholar, who spends his own money, is better than that of a Government scholar who spends public money, there seems no reason why the non-Government scholar should suffer. It does not appear correct to sacrifice efficiency simply because a person has been educated and trained at Government expense.

80. The views of the Commission in this respect were communicated to Government and it was suggested that on return the Overseas Scholars should face open competition, whenever possible and take their chance along with other candidates who apply in response to advertisements. This was accepted by Government.

VIOLATIONS OF THE STATUTORY RULES

81. There have been several cases in which the Commission were not consulted by the Ministries/Divisions in spite of the statutory necessity for such consultation. Some of the cases of this type are cited below:—

(i) The Information and Broadcasting Division had issued a number of letters laying down the method of recruitment for various posts under them. Under Section 266(3) of the Government of India Act 1935 (as adapted) it was obligatory for the I. and B. Division to have consulted the Commission before deciding on the method of recruitment, but this was not done.

(ii) An advertisement in the Dawn dated 21-7-49 was issued by the Controller of Broadcasting, Radio Pakistan, inviting applications for the following posts:—

Programme Supervisors.

Programme Assistants.

Translators/Announcers.

Since the above recruitments were within the purview of the Pakistan Public Service Commission, an objection was raised by the Commission for not making the recruitment through them.

Explanation:—The position was examined previously and the Pakistan Public Service Commission was informed of the position vide this Ministry's letter No. 14 (16)/49-E, dated the 14th August, 1949. In this connection it may also be mentioned that the position in regard to Engineering and other minor posts was explained in detail to the Establishment Division in this Ministry's D.O. No. 6 (105)/51-B, dated the 21st July, 1954.

(iii) There are a large number of appointments made in the Department of Resettlement and Employment, about which the Commission have not been consulted so far, in spite of reminders to that Department.

Explanation:—Please see explanation below paragraph No. 58.

(iv) The Cabinet Sectt. (Establishment Branch) decided on 24th August, 1949 upon the method of recruitment to the posts of Assistant Secretary in the Central Sectt. without consultation with the Commission. This irregularity was pointed out to the Cabinet Sectt. with the request that in future all the recruitment rules be framed in consultation with the Commission.

Explanation:— The Pakistan Public Service Commission were not consulted in the matter through an oversight.

(iv) An advertisement for recruitment to the post of Medical Adviser in the office of the High Commissioner for Pakistan in the United Kingdom was issued on 28-4-49 by the Health Division in Pakistan and the United Kingdom. Since this recruitment was required to be made through the Commission, an objection was raised by the Commission. It was then that the recruitment was entrusted to the Commission. The Commission considered all the candidates who had applied in response to the Ministry's advertisement. Candidates abroad were interviewed in the United Kingdom, by Mr. Suhrawardy, Member, Pakistan Public Service Commission while on deputation abroad to interview candidates for the Pakistan Foreign Service.

Explanation:— The Commission's suggestion was accepted and the action of the Ministry of Health and Works did not result in actual violation of the statutory Rules.

IRREGULAR APPOINTMENTS/PROMOTIONS

82. The Commission have observed that in cases of promotions reference to the Commission is made after they have actually been made and in some cases, even after the appointment has exceeded the prescribed period of one year. Some of these cases have been shown in *Appendix* XI.

83. Besides the above the following cases of glaring irregular appointments deserve special mention:—

1. Appointment of Deputy Controller of Printing and Stationery (Ministry of Industries).

Explanation:— Not received.

2. Appointment of Deputy Director of Advertising, Films and Publications and Chief Copy Writer in the Department of Advertising, Films and Publications (I & B. Division of the Ministry of the Interior).

Explanation:— This refers to the appointment of Mr. F.D. Douglas (now Deputy Principal Information Officer) as Deputy Director, Advertising, Films and Publications and Chief Copy Writer· His transfer to Department of Advertising, Films and Publications was decided from the security point of view but the Pakistan Public Service Commission raised objection to this and made certain queries which were answered by this Ministry vide letter No. 6-19-49-E.P. dated the 16th May, 1949. A protracted correspondence followed between this Ministry and the Pakistan Public Service Commission who finally decided that the post in question be advertised and it was done. In the meantime, Mr. Douglas was appointed to officiate as Director, Department of Advertising Films and Publications vice Mr. Arshad Husain who joined the Foreign Ministry and Mr. Abdul Wahid (now Under Secretary in the Ministry of Information and Broadcasting) was appointed to the post of Deputy Director, Advertising, Films and Publications vacated by Mr. Douglas, on an *ad hoc* basis with effect from 1st April, 1950. A requisition for this post was simultaneously sent to Pakistan Public Service Commission on 12-5-50 who advertised the post and selected Mr. Aziz Ahmad, the present officiating Director, for appointment as Deputy Director.

Full facts regarding the above cases have been reported to Government.

84. The Commission feel that all this is due to the misuse of regulation 4 (b) of the F.P.S.C. (Consultation by the G.G.) Regulations. In order to discourage irregular appointments, the Commission have on several occasions suggested to Government to amend this regulation on the lines of Resolution No. 13 of the proceedings of All Public Service Commissions Conference. This suggestion of the Commission has not, however, been accepted by Government so far.

Explanation:— It is true that for some time after Partition a number of cases did occur in which Ministries and Departments could not obtain the approval of the PPSC required under the statutory regulations. The main reason for this was the unsettled conditions prevailing after Partition, the absence of complete records and the general shortage of officers and staff required to attend to various matters of administrative detail. There was also general confusion about the applicability of the pre-partition F. P. S. C (Consultation by the G.G.) Regulations to various appointments. The Establishment Division, drew the attention of all Ministries in 1949 to the fact that these regulations were duly operative in Pakistan and, therefore all appointments made otherwise than by consultation with the PPSC should be regularised by making reference to them. The Establishment Division also impressed on all Ministries the necessity of observing the Consultation Regulations meticulously. Monthly returns for the purpose of

bringing cases of irregular appointments to the notice of the Commission were also introduced and these are being received by the Commission. These returns have gone a long way in minimising the number of irregular appointments and the position can be said to be fairly satisfactory at present.

The PPSC's suggestion that the salaries of persons appointed irregularly that is by Ministries and Divisions on their own without reference to the Commission should be stopped, was considered by Government, but was regarded as a harsh expedient which would penalise the officers so appointed for no fault of their own. Nevertheless, the Commission's suggestion has not been completely abandoned and the Ministries and Departments have been warned that if the irregularities still persist, Government will have seriously to consider the introduction of his measure.

PROCEDURE FOR THE NON-ACCEPTANCE OF THE ADVICE OF THE COMMISSION.

85. In undivided India, a convention had been established that the advice tendered by the Commission was to be accepted save in exceptional circumstances. In cases where it was intended not to accept the advice of the Commission, the procedure was to refer the case back to the Commission stating reasons for disagreement; if the Commission were not able to change their decision, the matter was placed before the Governor-General for final orders. The Chairman of the Commission was authorised to explain personally the Commission's view-point to the Governor-General before final orders were passed.

Explanation:— The convention established in undivided India was reaffirmed by the Government of Pakistan in 1950, according to which cases of disagreement between Ministries and the Commission are sumitted to the H.P.M. for decision after the Ministry concerned and the Commission have been given full opportunity to express their views.

86. No such prodcedure has so far been adopted in Pakistan. During the period under review, the Government (Cabinet Secretariat, Establishment Branch) did not accept the advice of the Commission in the following cases:—

(i) **It was decided by Government on 24-8-48 that a certain percentage of vacancies in the Secretariat and its Attached Departments might be reserved for appointment of persons belonging to Subordinate offices. The Commission, while considering the proposal for fixing the percentage for different Ministries, suggested on 26-2-49 that either the persons to be transferred should qualify at the competitive examination for direct recruits to Assistants and Clerks grade, or a separate examination be prescribed to test their knowledge of the Department's work. The suggestion was made to ensure that really efficient persons were transferred to the Secretariat and the Attached Departments. It was favourably received and amplified by the Cabinet Secretariat but on reference to the Secretaries' meeting held on 20-3-50 the Commission's advice was not accepted and final orders were passed by Government on 22-8-50 to the effect that the Ministries should be allowed to recruit suitable persons from the Subordinate offices against the specified percentage of posts set aside for the purpose at their discretion.**

Explanation:— No comments.

(ii) **While deciding the method of recruitment to the grade of Superintendent in the Pakistan Central Secretariat and its Attached Departments it was proposed**

by Govt. on 28-11-49, that in case suitable Assistants for promotion as Superintendents were not available from the Divisions/Departments concerned or from other Ministries, appointments might be made from other sources i.e. Stenographers.

(iii) The above proposal was referred to the Commission for advice. The Commission, while generally agreeing with the proposal, suggested on 9-1-1950 that those Stenographers who are graduates and pass the Commission's Assistants' Grade examination should be considered for appointment as Superintendents. The Commission were informed on 14-1-50 that it was not possible for Government to accept their advice.

Explanation :— (ii) and (iii) The advice given by the P.P,S,C. that Stenographers' appointment to the posts of Superintendent should be subject to their passing an examination, was not accepted since this would have created an invidious distinction between Stenographers and "others".

(iv) The Government proposed that the posts of Chief Superintendents and Superintendents in the Secretariat and its Attached Departments should be declared as non-selection posts. This was referred to the Commission for advice on 29-9-49. The Commission considered that in the interest of efficiency, and increasing inefficiency was often complained of, it would not be correct to declare the posts in question as non-selection posts and advised that the posts should remain as selection posts. This did not find favour with the Government and final orders were passed on 3-4-50 declaring these posts as non-selection posts.

Explanation :— The Commission's advice was that Superintendents' posts should be treated as selection posts but Government decided to accept the recommendations made at a Secretaries' meeting that these posts should be filled on the basis of seniority-cum-fitness. The Commission were informed accordingly but orders on the subject were issued after about three months when nothing further in the matter was heard from them. The posts of Superintendents in the Central Sectt. and its Attached Departments have once again been declared as selection posts.

(v) In undivided India posts of Receptionists in the Home Department were borne on the excluded cadre. After partition it was decided on 13-11-48 in consultation with the Commission that for future recruitment these posts should be declared to be on the Ministerial Cadre. Later on a proposal that the present incumbents of the excluded cadre posts should be declared eligible for promotion etc. in the ordinary ministerial cadre was referred to the Commission for advice. Since these Receptionists had not qualified for ministerial posts the Commission held that either they should remain outside the cadre or if they wished to take advantage of promotion as members of the Ministerial staff, they must qualify for it. The Government did not accept the advice tendered by the Commission and final orders were passed on 13-1-50 declaring the present incumbents of the posts, who were not qualified, as eligible for promotion to the ordinary ministerial cadre.

Explanation:— The Commission's advice was not accepted since it was considered by the Establishment Division that it was not in conformity with the general principle adopted by the Government in respect of unqualified optees.

CONFERENCE OF ALL PUBLIC SERVICE COMMISSIONS IN PAKISTAN

87. On a proposal of the Chairman, Pakistan Public Service Commission (Mr. M. Afzal Husain) a conference of all Public Service Commissions in Pakistan was arranged. The Conference was held at Karachi on the 7th, 8th and 9th November, 1949 and was attended by:

1,	Mr. M. Afzal Husain	Chairman P.P.S,C,
2.	Mr, S. Suhrawardy	Member P.P.S.C.
3,	Mr. Abdul Ghafoor Khan	Member P.P.S.C.
4.	Mr. A. J. Dash	Chairman, East Pakistan P.S.C.
5.	Mr. Ahmad Ali Mirdha	Member, East Pakistan P.S.C.
6.	K. B. Mirza Abdur Rab	Chairman, Punjab & N.W.F.P. Joint P.S.C.
7.	Wazirzada Sardar Gul Mohammad Khan	Member do
8.	Mr. H. B. Hingorani	Chairman, Sind P.S.C.
9.	Mr. G. H. K. Agha	Member, Sind P.S.C.

88. The Conference was held with a view to discussing certain common but vital questions with which Public Service Commissions in Pakistan were concerned. The Agenda and the Proceedings of the Conference are given in *Appendices XII & XIII* respectively.

89. Item No. 7 of the Proceedings of the Conference has been accepted by Government and necessary instructions issued to Ministries/Divisions in this behalf.

90. Items Nos. 13 and 21 of the Proceedings have not been accepted by Government. As regards the remaining items, the Commission have not so far been informed of the Government's decision.

M. Afzal Husain,
Chairman.

S. Suhrawardy,
Member.

Abdul Ghafoor Khan,
Member.

Office of the
Pakistan Public Service Commission,
KARACHI.

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APPENDICES

APPENDIX I.

STATEMENT SHOWING STATISTICS IN RESPECT OF RECRUITMENT TO THE P. F. S.

1	No. of Vacancies.		85	
2	No. of candidates from Pakistan and India.		2840	3730
3	No. of candidates from U. K. and other foreign countries.		890	
4	No. of candidates interviewed in Pakistan at different centres.			
		Karachi.	501	
		Lahore.	240	
		Rawalpindi	113	
		Peshawar.	115	1266
		Abbottabad.	28	
		Dacca.	194	
		Chittagong.	75	
5	No. of candidates interviewed abroad.			
		Tehran	8	
		Cairo.	7	
		London.	88	122
		Washington.	12	
		Rangoon.	7	1388
6	No. of candidates selected for appointment.			Not yet finally known.

APPENDIX II.

I beg to submit a report of my mission abroad.

In Iran, Iraq and Egypt not only did I interview candidates for the P.F.S. but advised on the selection of suitable officers for Radio Pakistan at the special request of the Ambassador of Iran and Iraq and the Counsellor of our Embassy in Egypt. Except for the P.F.S. interviews in Europe I cannot say that my mission was much of a success. Apart from my own shortcomings this was due to the following factors :—

(1) At the High Commissioner's Office, London, there is distinct lack of co-ordination between the persons entrusted with demands for recruitment from the governments, central and provincial. Requisitions for educational, medical and analogous cases are dealt with by the Educational Adviser who has besides a great deal of work involving touring, correspondence and contacts connected with the placement of our scholars in the different institutions of Great Britain and even on the Continent. The other kinds of posts technical, etc., are dealt with by the Assistant Secretary who is also incharge of a heavy General Branch. These two officers are separated from each other by four flights of stairs. The result is that all the preparations for recruitment are done in an unsystematised and incoherent manner and when I arrived I found that except for the P. F. S. and a few other posts, like that of the Surgeon-General for East Bengal, the Chief Mining Engineer's post at Khewra and the Medical Adviser for the High Commissioner in London, etc., neither of these officers had had enough time to organise other interviews for me. In this connection I would like to point out that I am attaching no blame to them who are fully occupied with other work of equal urgency for Government. Their difficulties are as follows :—

(a) The Central and Provincial Governments do not make a consolidated list of their requirements through the Cabinet Secretariat but go on communicating their requirements in driblets. I was also a victim of the same. You may remember that before I left the different Governments had been circularised of my impending departure and they were asked to state their requirements. Perhaps the notice we gave was too short; in any case I began getting from time to time letters from different governments asking me to engage in fresh recruitments as late as the last day of my departure. These requisitions in some cases were not of a serious type. A ramshackle list was sometimes made out of posts which remained unfilled either by the P.P.S.C. or by the provincial Public Service Commissions. There were some that carried a starting pay of Rs. 100/- or Rs. 75/- which cannot possibly be attractive to any foreigner however catastrophic the economic conditions in European countries might be.

(b) The High Commissioner's office advertises in the 'Times' of London and often in technical journals. Due to shortage of newsprint in England the pressure of advertisements is so great that inspite of the urgency pleaded by our men advertisements come out very late.

(c) The qualifications and duties set down are so vague and the scale of pay so low, not corresponding to the standard of living of Europeans either in Europe or here, that responses to the advertisements are very poor. In order to save themselves trouble some departments even go to the extent of not naming the salary they are willing to offer but mention that salary will be fixed according to qualifications, e. g., for the post of Chairman, Karachi Development Board as well as quite a number of medical posts.

(d) A promise of accommodation either free or at a 10% of the incumbent's salary is in almost in all cases not mentioned. People have come to know about the shortness of accommodation in the Federal and the Provincial capitals and the first question of candidates is whether accommodation will be provided for them. It may be interesting to point out that when the High Commissioner advertised for the posts of Principal, Quetta College, Principal of West Punjab College and the Ghoragali posts of Headmaster and Housemaster, this last had a much greater response because furnished accommodation was promised to the incumbent.

(e) The paucity of applicants for our posts can also be explained by the fact that foreigners have not yet realised the difference between India and Pakistan. The events in China and South East Asia as well as the growth of communism in India have made people think that the situation in Pakistan was similar. Some confusing impression of our policy towards English officials has also been created in the mind of such Englishmen, who had been in the sub-continent before and who would like to serve again, by articles in the press, the resignation of Sir Francis Mudie and the retirement of Sir Ambrose Dundas taking place during the same day, etc., and a little by the projected visit of the Prime Minister to the Soviet Union.

(f) The delay in the letters of appointment for suitable recommended candidates extending over months. This is due to the fact that contract forms are being made out here. The High Commissioner is not supplied beforehand with the elements of the contract nor the contract forms; he cannot, therefore, to avoid delay enter into contracts on our behalf. A case in point is my recommendation of Mr. Bellamy for Khewra after an interview arranged at the end of July at the request of the Revenue Division. The recommendation was accepted but it appears that only today on 17-10-49 an offer has been made to him. He was impatient and restless and I sent a wire in this connection from London at the beginning of September, but to no effect.

There was a demand on the part of the Central Government and several Provincial Governments for recruitment in central Europe, i. e., in Germany and Austria. In these countries there are 3 kinds of candidates available : —

(i) The displaced persons who are being taken care of by the International Refugees Organisation (IRO).

(ii) German nationals in the occupied zones who might be released by the military occupational authorities for our services.

(iii) German refugees from Russian occupied zones in Eastern Germany.

Due to shortness of time at my disposal particularly after the telegram I received demanding my presence at Karachi by mid-September it was only possible for me to touch only the fringe of the first two categories of candidates.

(i) **The displaced persons:** Quite 10 days of my time were wasted with the Central Bureau of the I. R. O. which is situated at Geneva and which ultimately organised the visit by Col. Shah, General Faruki and myself to the different camps in Germany. It seems that this central Bureau manned by exceedingly high-paid officials has not centred at one place information of refugee candidates still unemployed but communicates only to its field officers of its different camps specifications and particulars, who in turn organise the tours of selection agencies. I might also point out that the I. R O. has already during the

three years of its existence sponsered the visit of many seleetion boards from U. S. A., Great Britain, Australia, Canada, even by Ceylon, India and Ethiopia and that the best men have been already snatched away from it. Inspite of this I decided to visit their centres in central Europe because

(a) the displaced persons are most anious to find employment abroad particularly if there is a promise of their being granted naturalisation certificates, and

(b) consequently they are not very difficult about salaries, i. e., the same salary without overseas allowances, could be offered to them as to our own nationals. I visited their camps at Hamburg, Hannover, Lemgo, Munster and I was at Frankfurt when I received a telegram to modify my programme. The results of these interviews were not satisfactory for the reasons stated above, viz., that men of status and reputation of the type that we require have already been absorbed by different Governments before we thought of tapping this source. I shall submit, however, the names of a few candidates who might be useful to us for actual posts and others who could be placed on our card index. I may mention in this connection that the I. R. O. is closing in March, 1950 and, therefore, is inclined to present for interviews now all kinds of people with vague qualifications many of them having graduated from Eastern European Universities of low calibre or possessing just practical experience. We had thus to wade through a long list of unqualified candidates.

(ii) **Western Germans** (i. e., from zones occupied by England, U. S. A., and France). In these zones as also in England I found that the month of August was the worst month possible for recruitment because all the educational and technical institutions are closed during this time, most of the Professors and Heads of institutions being away. However, Col. Shah and I left General Faruki to carry on his recruitment at Frankfurt and visited the universities of Heidelberg, Munich and Vienna. For a very few posts, mostly medical, we could contact only some candidates who might be considered suitable; the paucity of candidates produced for interviewing was due to the fact that these universities had in reply to my letters organised interviews at a very short notice and thus called only those who happened to be in the university centres or in towns nearby. We form the opinion that Germans were today not too willing to take up service abroad unless the emoluments were raised to a sum which we generally do not offer. This is due to the fact that German economy had made a miraculous recovery and many new avenues of employment have been opened to the Germans. The German Mark at the time wc were in Germany was just equal to our rupee. The food position was better than almost anywhere in Europe and the shops were stocked with first class manufactured goods. The same applies to Austria. We were told that nine months ago the response to our demands would have been very much better when there was scarcity and depression.

(iii) **German refugees from Russian occupied zones in East Germany**: We came to know that the I. R. O. was not in charge of these refugees among whom are many capable candidates. The World Church Movement sponsers them and because of the reason stated above I had no time to get in touch with this organisation.

In the U. S. A. where I spent barely six nights I interviewed, besides the P. F. S., candidates for the Chittagong Port Trust Post as well as for the Examiner of Questioned Documents. My recommendations have been communicated to the Ministry concerned. My impression of candidates from U. S. A. is that though they are reluctant to leave their country they might be persuaded to do so if we offer them higher pays

than to Europeans and ensure somehow that a part of their salaries be deposited in their banks in the U. S. A. in their own currency. A similar desire was expressed on several occasions to me by German nationals.

In Paris I interviewed a candidate for the post of Press Attache to our Permanent Representative in the U. N. O. at New York as well as candidates for teacherships in the French, Spanish and Russian languages. I have communicated the results of these interviews to the Ministries concerned.

The Swedish Embassy in London had shown enthusiasm for the recruitment of technical personnel from Sweden. An Attache from them came to visit me in this connection and took my dates for Stockholm which I visited on my return journey for a couple of days. On arriving there I contacted the relevant Ministry and was told that owing to holidays no candidates could be called up but that a list of possible candidates for some of our technical posts (e.g., Marine Engineers, Dredger Officers, etc., a complete list of which was given by me to them) will be communicated to us later with the analysis of their qualifications. Here as well as elsewhere in Europe you will realise that one of the greatest impediments to our recruitment is that we demand from technical and medical specialists a sufficient knowledge of English, and, in the case of Professors, fluency in the English language.

During my two days at Rome the I. R. O. put up before me several technical candidates of low calibre as well as a Hungarian scholar for the post of Professor of Economics at Dacca' a request for which had come to me during the last days of my stay abroad. I have sent a letter to the Vice-Chancellor recommending the name of this candidate.

If Government is keen and serious about recruitment from abroad I would suggest the following :—

(i) At the High Commissioner's Office in London there should be one person entrusted with recruitments of all kinds whether educational or technical and he would deal with advertisements, composition of selection boards, interviews, etc. I spoke to the Counsellor to the High Commissioner about this and he seemed to agree that all recruitments should be centered in one hand. In case this is done it would be necessary to have one man, the opposite number of the officer in England, in the Cabinet Secretariat who will receive and deal with all requisitions from the different governments for recruitments from abroad. He will have to scrutinise these requisitions from the point of view of reasonable salary, clearly laid down qualifications and duties and other conditions of service and then communicate with the High Commissioner's Office.

(ii) That the High Commissioner be empowered to pay T. A. to candidates selected for interviews. This implies, as it involves considerable expenses, that at the pre-selection stage scrutiny should be made of the possible candidates with the greatest care by a responsible officer either here when feasible or in England.

(iii) As the High Commissioner's office in London is the liaison organisation for our contacts with the whole of Europe, whenever we desire candidates from Central Europe it should get our posts advertised through the heads of the Military occupation missions, now changed into High Commissionerships, in Western Germany. Applications should be asked to be sent to London and *prima facie* candidates after careful and severe scrutiny should be asked to meet a selection board somewhere in Western Germany and the travelling expenses of summoned candidates should be paid. (Advertisements have to be recast mentioning qualifications equivalent to English degrees, etc) I may mention in this connection that the West Punjab Government have empowered

the High Commissioner to pay the expenses of selected applicants for their posts. The question of paying T. A. has also been raised by the High Commissioner's office in a letter which was sent out during my stay in England.

(iv) I am doubtful whether this last suggestion of mine is completely satisfactory to get the best candidates from Central Europe. I suggest, therefore, that all requests of a serious nature from the different governments should be collected by the Cabinet Secretariat or by us. Advertisements should issue as I have suggested above through the Allied High Commissioners. A Board should be chosen and sent out for a period of at least four months either during spring or winter to make the recruitments. All the preparatory work should be done firstly here and then in London. This Board should have an office of its own in some central place in Germany, preferably Heidelberg, which is the least shattered of the German towns and which is easy of approach particularly for south Germany. The Board should consist of a Member of the Commission, an Engineer, a Medical man and if necessary a Military Officer of high rank for recruitment to the civil requirements of the Ministry, if any. If this involves too much expenses or if high calibre engineers and medical men are not releasable this Board could consist of a Member of the Commission or some other responsible officer, the Medical Adviser to the High Commissioner, the Head of the technical supplies section in London and perhaps the Military Attache to the High Commissioner.

This Board can only be effective if it is trusted to offer contracts at once to suitable candidates or to accept for service immediately those candidates who are either seconded by Government or Universities. The Board would prefer in all cases this last category of candidates because in my experience one of the factors which make people unwilling to come over to us is that by leaving their permanent jobs for the period of contract they are interrupting their professional careers.

S. SUHRAWARDY,

25th October, 1949.

APPENDIX III.

Details of Recruitments by Selection Made by the Pakistan Public Service Commission During the year, 1949.

S. No.	Name of the post	Total No. of applications received.	No. of candidates interviewed	No. of candidates recommended.	Whether recommendations accepted or not by Government.	Time taken	Remarks.
1	2	3	4	5	6	7	8
1	Three Research Officers, Constituent Assembly of Pakistan.	64 (Ist advt. 35 & second 29).	30	3	Accepted	6 months	The applications received in response to the advertisement issued for the same posts in 1948 were also considered.
2	Administrative Officer, Royal Pakistan Navy...	67	47	1	Accepted	7 months	...
3	Civilian Gazetted Officers, Royal Pakistan Navy (Pay and Drafting Office).	88	47	8	Accepted	7 months	...
4	Statistician, Ministry of Finance, Revenue Division.	18	12	1	Accepted	9 months	...
5	Compilation Officer, Joint Cypher Bureau --	27	15	1	Accepted	5 months	...
6	Assistant Superintendent of Archaeology.	51	17	2	Accepted	7 months	...
7	Jute Development Officer, Government of Pakistan.	3	...	...	...	4 months	No candidate was considered suitable even for interview.
8	Publicity Officer, Baluchistan.	20	...	...	...	...	None of the candidates was considered suitable even for interview.
9	Five Assistant Station Directors, Thirteen Programme Executives and Four Programme Supervisors, Radio Pakistan.	194	167	39	Accepted	One year	...
10	Twenty four Superintendents and Assistant Superintendents of Police.	145	77	21	Accepted	7 months	...
11	Principal Information Officer, Government of Pakistan.	8	8	1	Accepted	6 months	...
12	Assistant Animal Husbandry Officer, Baluchistan.	8	6	1	Accepted	7 months	...
13	Deputy Section Officer, Bureau of Laboratories.	2	2	...	...	8 months	No suitable candidate was available.
14	Deputy Judge Advocate General, Ministry of Defence.	...	...		...	...	Initially the post was referred to the Commission but before the post could be advertised the Ministry of Defence informed the Commission that they had selected Mr.

							The requisition was received in February 1949. Before the advertisement could be issued the Ministry informed that as the post was temporary for a very short period they were appointing Mr. Abdullah Khan to the post. The Commission were approached to approve the appointment. The Commission did not agree and insisted that the post may be advertised. In September, 1949 the Ministry informed that the post may be advertised. The draft advertisement was forwarded to the Ministry for approval on 6-10-49 and was received back on 15-12-49. Thereafter the recruitment was completed within normal time.
16	Director General, Supply and Development.	12	9	1	Accepted	7 months	Mr. A. B. Crawford was recommended with the suggestion that he might first be appointed Dy. Director General, Supply & Development and after he had been found suitable hc might be promoted as Director General. The candidate has since been offered the post of Deputy Director General.
17	Four Assistant Surgeons, Baluchistan.	4	4	4	Accepted	4 months	...
18	Two Chief Engineers and six 2nd/3rd Engineers, Royal Pakistan Navy.	11	11	4	Accepted-except for one post.	6 months	The Commission did not recommend more condidates as only four suitable candidates were available. Out of the recommended candidates the Ministry of Defence expressed their inability to accept one candidate who was recommended for the post of third Engineer. No objection was raised to this by the Commission.
19	Technical Assistants and Statistical Assistant, Education Division.	1	...	...	...	7 months	The only applicant was not considered suitable even for an interview. The posts were readvertised.
20	Deputy Director, Joint Cypher Bureau.	10	6	2	...	3 months	The Commission recommended two candidates - one for a short term appointment on trial basis and the other for training and thereafter to be considered for the post. The latter suggestion was accepted by the Cabinet Secretariat.
21	Assistant Director, Communications, Civil Aviation Department.	6	...	...	...	10 months	None of the candidates was considered suitable even for interview. The requisition was received on 5-3-49 and the Ministry were requested to clarify some

							points, on 18-4-49. The reply to this communication was received only on 21-6-49. Again after the last date for the receipt of applications had expired the applications were referred to the Ministry for preselection on 13-8-49. These were received back on 21-11-49. The recruitment thereafter was completed within normal time.
22	Chairman, Karachi Development Board ...	14 7 applns. fro U. K.	6	2	...	8 months	The Commission recommended two candidates - Mr. John Austin Parks as the best and Mr. N. M. Khan, P. A. S., who was not a technical man. Mr. Austin declined the post and regarding Mr. N. M. Khan the Health Division were of the opinion that his present employer, i. e., East Pakistan Government were not likely to relieve him for this post.
23	Deputy Director, Sanitary Engineering, for the Central Engineering Authority.	2	...	...	...	...	None of the candidates was considered suitable even for an interview. The requisition was cancelled under instructions from the Department.
24	Ten Cantonment Executive Officers, in Military Lands and Cantonment Service, Government of Pakistan.	142	73	10	Accepted	One year	
25	Public Prosecutor Dacca Branch of Special Police Establishment, Government of Pakistan.	8	4	...	...	4 months	No candidate was found suitable for appointment. The Commission recommended that the post be upgraded.
26	Editor 'AHANG' Radio Pakistan, Government of Pakistan.	10	8	...	...	5 months	No candidate was found suitable for appointment.
27	Assistant Permit Officer, Karachi Administration, Government of Pakistan.	22	14	1	Accepted	5 months	
28	Deputy Principal Information Officer, Government of Pakistan.	14	9	2	Not accepted	10 months	Before the recruitment could be finalized a reference from the Information & Broadcasting Division was received regarding Mr. Douglas's appointment to the post of Deputy Principal Information Officer. Only on receipt of this reference it was known that the post of Deputy P. I. O. referred to the Commission was the same as was held by Mr. Douglas. In view of this the Commission while forwarding their recommendation suggested that before gi-

							ving effect to their recommendations the Ministry should wait for the final decision regarding Mr. Douglas which was under consideration by the Commission. The delay in the completion of the recruitment was due to the fact that the finalization was held up (from August 1949 to January 1950) pending decision on the case of Mr. Douglas who had opted on the post of Dy. P. I. O.
29	Two Civilian Electrical Engineers, R. P. N. (Gyrocompass and Fire Control Officers).	17	14	2	Accepted	6 months	The Commission recommended two candidates. But as one of the Commission's nominees did not join the post, a third candidate was recommended in his place.
30	Chairman of Port Commissioners, Chittagong	18	2	1	Accepted	6 months	......
31	Superintendent of Insurance	11	11	...	...	7 months	None of the candidates was considered suitable even for interview.
32	(a) Rent Controller & (b) Accounts Officer, Karachi Administration.	(a) 38 (b) 20	(a) 18 (b) 6	(a) 1 (b) 1	Accepted	6 months	The Commission's nominee for the post of Accounts Offic r, Karachi Administration was selected for the P.A.S. The post was re-advertised.
33	Meteorologist for the Inspectorate of Armaments (P) (G.H.Q.). Government of Pakistan.	28	12	1	Accepted	...	Post was advertised by the Ministry and the applications were sent to the Commission for selection of suitable candidate.
34	Labour Welfare Officer, Pakistan Mint, Lahore.	15	4	1	Aecepted	3 months	The Commission's first nominee was selected for another post, and a second candidate was recommended in his place.
35	Four Junior Scientific Officers, General Headquarters, Pakistan	22	13	2	Accepted	6 months	The Commission did not recommend more candidates as only two suitable candidates were available.
36	Two Senior Lady Lecturers in Persian and Arabic, Central Government College for Women, Karachi.	14	9	2	Accepted	3 months	.....
37	Commercial Accountant for the maintenance of Lighthouse Accounts in the Commerce Division.	2	1	1	Accepted	3 months	......
38	Director, Civil Engineering, Central Engineering Authority.	4	...	...	...	2 months	No suitable candidate was available.
39	Three Civilian Laboratory Assistants under the Air Headquarters, Karachi.	...	...	...	...	...	The recruitment was not undertaken as these were class III posts, which are not under the purview of the Commission.

	... Controller, Food Division.	8	7	2	Accepted	5 months	The Ministry were given option to offer the post to any of the two candidates recommended by the Commission, according to the duties of the post. One of the Commission's nominees possessed technical qualifications and the other had administrative experience.
41	Specialists for appointment to the staff of the World Health Organisation.	10	...	3	...	4 months	The appointments were under the World Health Organisation. None of the candidates was selected by that organisation till the close of year.
42	Three Assistant Information Officers, Press Information Department.	45	23	3	Accepted	4 months	......
43	(a) Labour Welfare Officer, ... (b) Labour Inspector under the Works Division	(a) 21 (b) 1	10	(a) 1 (b) 1	Accepted	5 months	
44	Director, Electrical Engineering in the Central Engineering Authority.	4	...	...	...	...	None of the candidates was considered suitable for interview.
45	Director of Development (Engineering and Metal Industries) Department of Supply & Development.	14	7	...	...	5 months	As no suitable candidate was available, the Commission suggested re-advertisement of the post.
46	One Professor and one Lecturer for the School of Military Engineering, Sialkot ...	5	1	1	Accepted	9 months	No suitable candidate for the post of Lecturer was available for appointment.
47	Commercial Attache in the Office of the Deputy High Commissioner for Pakistan in India, Calcutta.	74	16	1	Accepted	5 months	In the first instance the Commission's recommendations were not accepted by the Ministry on the plea that the candidate recommended was not from East Bengal. However, when the Ministry were informed that no such condition was laid down in the requisition, they accepted the Commission's recommendations and made the offer to the Commission's nominee. But the candidate asked for a higher initial salary to which the Ministry did not agree. The case for the re-advertisement of the post was under consideration at the close of the year.
48	Four candidates for training as Pilot Instructors under the Civil Aviation Department, Government of Pakistan.	7	7	3	Accepted	3 months	......
49	(a) *Additional Custodian (Judicial) (b) Five*	139	(a) 36	20	Accepted	2 months	......

				...	...	4 months	No suitable candidate was available for appointment.
51	Chief Accounts Officer, Central Excise Collectorate, Lahore under the Ministry of Finance, (Revenue Division).	9	8	1	Accepted	4 months	......
52	Controller of Printing and Stationery, Govt. of Pakistan.	9	6	1	...	4 months	The Commission's recommendation was not accepted till the close of the year.
53	Director of Archives, Government of Pakistan ...	2	1	1	Not accepted	8 months	The recommended candidate (Dr. Riazul Islam) is not acceptable to the Education Division on the ground that he is only 30 and have asked the Commission to re-advertise the post with changed age limit. Commisision have not agreed to re-advertisement and have given the name of S. M. Fazlullah as the second best candidate
54	Assistant Director, (Air Transport) Civil Aviation Department, Ministry of Defence.	7	5	1	Accepted	3 months	......
55	Professor of Mathematics and Science for the School of Military Engineering, Sialkot.	12	7	1	Accepted	4 months	......
56	Staff Officer (Welfare), Naval Headquarters ...	40	23	1	...	4 months	The Commission's first nominee asked for an initial salary of Rs. 600/- when the offer was sent to him by the Ministry. The Commission, therefore, recommended another candidate to be offered the initial salary of Rs. 300-. The case of both these candidates was under the consideration of the Ministry till the close of the year.
57	Assistant Estate Officer, Govt. of Pakistan ...	7	6	1	Accepted	4 months	......
58	Two Additional City Magistrates, Karachi ...	37	20	2	Accepted	3 months	......
59	Three Research Officers (Economics), under the Ministry of Economic Affairs.	20	9	2	Accepted	7 months	The Commission did not recommend more candidates as only two suitable candidates were available.
60	One hundred posts in the General Administrative Reserve of Officers.	329	207	90	Accepted	10 months	The candidates who applied for Pakistan Foreign Service and were not selected for that service were also considered for the G.A.R. The candidates recommended were from both the lists of G.A.R. and P.F.S. The Cabinet Secretariat finally selected only 25 candidates for appointment.

1	2	3	4	5	6	7	8
61	Thirty Civilian Store Keepers under the Air Headquarters.	14	...	4	Accepted	2 months	As the required number of suitable candidates for appointment were not available the Air Headquarters informed that the question of lowering the qualifications for the posts was under consideration. In view of this the Commission recommended that the four candidates considered *prima facie* suitable for the posts might be appointed but the posts were to be advertised when these persons were also to be considered along with new applicants for permanent appointment. All the four candidates recommended were offered the posts.
62	Liaison Officer at Jullunder under the Ministry of Refugees and Rehabilitation.	...	...	1	Not accepted	One month	A candidate for this post was recommended from the candidates for the posts of Assistant Custodians. The post was for a short period only and recruitment was not made.
63	Thirteen Assistant Meteorologists, under the Meteorological Department.	58	50	13	Accepted	11 months	In the initial advertisement the concession in qualification for the Government servants was not advertised under instructions from the Director of Meteorology. A notification to the effect had to be issued.
64	Controller of Patents and Designs under the Industries Division.	6	3	...	...	3 months	No suitable candidate for appointment was available. The Ministry degraded the post to that of Deputy Controller of Patents and Designs which was advertised in 1950.
65	Superintending Engineer, (Roads) under the Ministry of Commerce.	10	7	1	Accepted	4 months	The Commission's first nominee was not accepted by the Ministry due to adverse remarks in his Character Roll. The Commission recommended a second candidate and he was offered the post.
66	One Deputy Custodian and Six Assistant Custodians of Evacuee Property and Assistant Rehabilitation Commissioner for N. W. F. P.	38	18	1 Dy. Custodian, 6 Asstt. Custodians.	Accepted	4 months	......
67	Chemist & Metallurgist, under the Railway Division.	4	4	1	Accepted	5 months	......
							No application was received in response to

69	Custodian of Evacuee Property for Sind & Federal Capital.	4	3	...	...	1 month	No suitable candidate was available.
70	Deputy Director, Regulation & Information, Civil Aviation Department.	6	...	...	...	...	None of the applicants was considered suitable even for interview.
71	Education Officer (Technical) Education Division.	6	...	...	...	2 months	None of the candidates was found suitable even for interview.
72	Deputy Port Administration Officer under the Railway Division.	4	...	...	...	...	Recruitment kept pending under instructions from the Railway Division.
73	Marine Superintendent, Railway Division ...	3	1	1	...	7 months	No information regarding the acceptance of the Commission's recommendations was received till the close of the year.
74	Assistant Director, Advertising, Films & Publications, Information & Broadcasting Division.	28	5	...	...	...	The candidates were required to appear at a written test and only those who qualified were called for interview. The recruitment was not finalised till the close of the year.
75	Secretary, Pakistan Public Service Commission ...	23	11	1	Accepted	5 months	......
76	Assistant Manager, Litho Printing, Survey of Pakistan.	3	2	...	...	6 months	No candidate was considered suitable for appointment.
77	Public Prosecutor for the Dacca Branch of Pakistan Special Police Establishment.	8	8	1	Not accepted	4 months	As the candidate recommended did not know Bengali the post was re-advertised in 1950.
78	Stores Officer, Survey of Pakistan. ...	3	...	...	...	3 months	No candidate was found suitable even for an interview. It was decided to re-advertise the post with changed qualifications.
79	Artist Engraver for Pakistan Mint. ...	1	...	...	...	8 months	The applicant was not considered suitable even for interview.
80	French knowing Assistant in the Posts and Telegraphs Department.	3	3	1	Accepted	3 months	......
81	Technical & Statistical Assistant, Education Division.	5	1	...	...	8 months	None was considered suitable for appointment.
82	Deputy Educational Inspector, Karachi ...	52	29	1	Accepted	7 months	......
83	One Cost Accountant & one Business Manager, Advertising, Films and Publications Department.	14	7	...	...	...	None was considered suitable for appointment.
84	Advertising Assistant, Advertising, Films & Publications Department.	9	6	1	Accepted	6 months	......
85	Director of Scientific & Industrial Research, Ministry of Industries.	9	2	1	Accepted	8 months	......

1	2	3	4	5	6	7	8
86	Registrar of Trade Marks, Commerce Division.	12	12	1	...	6 months	The recommendations of the Commission were under consideration of the Government till the close of the year.
87	Entomologists (C. G. O) for P.A.M.C. School, Lahore Cantt.	2	...	...	...	...	The recruitment was withdrawn by the Ministry as they desired to recruit European displaced officer to which the Commission agreed.
88	Superintendents of Central Excise, Revenue Division.	2	...	...	...	3 months	None of the candidates was found suitable even for an interview.
89	Cypher Compilation Officer, Joint Cypher Bureau.	32	9	1	...	9 months	The candidates were given a written Test. The Cabinet Secretariat refused to accept the Commission's nominee and desired the approval of the Departmental candidate. The case was under consideration till the close of the year.
90	Two Mining Inspectors, Mineral Concession ...	4	2	...	...	5 months	None was considered suitable for appointment.
91	Fumigation-cum-Pest Control Officer, Naval Headquarters.	7	4	1	Accepted	5 months	......
92	Marine Engineer, Pakistan Railways. ...	34	2	1	Accepted		......
93	Manager for Steel Works & Rolling Mills, Railway Division.	8	6	1		6 months	The Commission's recommendations were under the consideration of the Government till the close of the year.
94	*Senior Lady Lecturer in Political Science for the Central Government College for Women, Karachi.*	1	...	1	Accepted	2 months	......
95	Three Senior Translators in the Constituent Assembly of Pakistan.	36	20	3	Accepted	6 months	......
96	Deputy Director in the Department of Mineral Concessions.	4	2	...	...	7 months	None of the candidates was considered suitable for appointment.
97	Welfare Officer in the Cabinet Secretariat ...	26	15	1	Accepted .	5 months	......
98	*Lady Nursing Superintendent for the Sandeman (Civil) Hospital, Quetta.*	...	...	...			No application was received.
99	Urdu Reporter, Constituent Assembly of Pakistan.	*8 (1st Advt.)* 16 (2nd Advt.)	*13*	*1*	...	*9 months*	Post re-advertised with modified qualifications. A written test was also held. The Commission's recommendations were under consideration of the Constituent Assembly Secretariat till the close of the year.

	tion, Karachi.			2	Accepted	5 months	......
101	*English* Reporter, Constituent Assembly of Pakistan.	13	10	1	Accepted	4 months	......
102	Urdu Stenographer, Constituent Assembly of Pakistan	7	3	1	Accepted	6 months	......
103	Naval Port Transport Officer (Civilian), Royal Pakistan Navy.	20	8	1	Accepted	4 months	......
104	Architect & Consulting Adviser to *the Government* of Pakistan.	11	3	1	Accepted		......
105	Assistant Inspector Grade I *(Civilian)* for the Inspectorate of Armament, Ministry of Defence.	6	4	2	...	5 months	None found suitable. However, the Commssion recommended two candidates for appointment after training in propellants. One of the Commission's nominee was offered some other post by the Ministry of Defence while the second candidate was not available for appointment.
106	Census Commissioner under the Government of Pakistan.	6 3 (U.K.)	...	1	Accepted	4 months	The post was also advertised in the U. K. None of the candidates from Pakistan/India was considered suitable for appointment. One of the candidates recommended by the High Commissioner for Pakistan in the U. K. was recommended for appointment.
107	Chief Medical Officer in Baluchistan ...	18	11	1	Accepted	7 months	......
108	Assistant Director Statistics in the Agriculture Division.	6	6	...	...	6 months	None was found suitable for appointment.
109	(a) One Grain Technologist and (b) one Statistician under the Ministry of Defence.	4	4	1	Accepted	4 months	No application was received for the post of Statistician.
110	(a) Director of Statistics and (b) Statistical Officer, Agriculture Division.	4 (a) 4 (b)	(a) 1 (b) ...	...	...	5 months	No suitable candidate for appointment was available.
111	Selection of candidates for training in the IMMTS., Dufferin, Bombay.	15	13	6	Accepted	2 months	The interviews at Lahore and Dacca were held by the respective Provincial Commissions on behalf of the Pakistan Public Service Commission.
112	Eleven Executive Engineers B/R & One Executive Engineer E/M, Ministry of Defence.	27	13	8	...	5 months	The Commission's recommendations were under the consideration of the Ministry. The Commission did not recommend more candidates as no other suitable candidates were available.
113	Publicity Officer, Baluchistan ...	9	3	1	Accepted	6 months	......
114	Accountant in the Commerce Division ...	6	4	1	Accepted	5 months	......
115	Assistant to the Superintending Sea Transport Officer, C.G.O. Ministry of Defence.	16	9	1	Accepted	8 months	......
116	Librarian, Educational Information Bureau ...	3	...	...	...	2 months	None of the applicants was considered suitable even for interview.

APPENDIX IV.

Statement of Scholarships for which selection was made by the Pakistan Public Service Commission during the year, 1949.

S. No.	Name of the Scholarships	Total No. of applications received.	No. of candidates interviewed	No. of candidates recommended	Whether recommendations accepted or not by Government	Remarks
1	2	3	4	5	6	7
1	Forty-six candidates to be selected for training in Metallurgy, Ministry of Defence.	27	...	...	...	Ministry of Defence were allowed to make their own selection for training, but a Member of the Commission was to preside over the Selection Board.
2	Selection of a candidate for the award of scholarship offered by the Colorado School of Mines, Colorado, U. S. A.	10	...	1	Accepted	There being very short time at their disposal, the Commission did not interview the candidates and the candidates were considered on paper qualifications only.
3	Selection of a candidate for higher studies and research in Modern Persian Literature and Contemporary History in Iran.	..	...	...	...	No application was received in response to the advertisement.
4	Selection of candidates for the award of a scholarship offered by the French Government.	13	...	1	Accepted	Interviews were not held. The Commission recommended the candidate on paper qualifications only.
5	Central Overseas Scholarships 1949-50. (a) General - 36 (b) Reserved for Women - 14	(a) 340 (b) 107	(a) 192 (b) 68	(a) 22 (b) 11	Accepted	
6	Six scholarships for study in Economics in the Universities of U. K. and U. S. A.	97	...	5	Accepted	The candidates were given a written test and the final selection was made on the result of the written test only.
7	Award of one Fellowship offered to Pakistan Nationals by M/s. J. E. Seagram & Sons Inc. U. S. A.	11	...	1	Accepted	The selection was made on paper qualifications only.
8	*Award of Central State Scholarship, 1950.*	9	4	1	Accepted	......
	Total	*614*	*264*	*42*		

APPENDIX V.

Statement Showing Number of Candidates who appeared, Qualified, etc. at the Central Superior Services Examination. 1949

Province of Domicile *	Total number of applications	Admitted and appeared	Rejected or Withdrawn	Failed	Qualified
East Bengal	341	254	87	211	43
West Punjab	172	126	46	88	38
N. W. F. P.	49	32	17	24	8
Sind	30	19	11	13	6
Karachi	72	47	25	37	10
Baluchistan	4	2	2	1	1
Kalat	1	1	-	1	-
Bahawalpur	1	1	-	1	-
Khairpur	1	1	-	1	-
Amb	1	1	-	1	-
West Bengal	4	4	-	1	2
East Punjab	10	10	-	3	2
Central Provinces.	6	4	2	2	7
Bihar	4	3	1	1	3
U. P.	47	35	12	21	14
Delhi	5	4	1	4	-
Madras	4	2	2	-	2
Bombay	3	1	2	1	-
Hyderabad (Deccan)	4	3	1	2	1
Mysore	3	3	-	-	3
Gwalior	1	1	-	1	-
Ajmere	1	1	-	1	-
Indore	1	-	1	-	-
Tonk	1	-	1	-	-
TOTAL: ...	766	555	211	415	140

*It is not essentially the original province of domicile

Statement Regarding Various Examinations Held by the Ministerial Services Branch During the year, 1949.

S. No.	Name of Examination.	Number of Examinations held.	Number of Candidates Applied.	Number of Candidates Admitted.	Number of Candidates Appreared.	Number of Candidates Qualified.	Remarks.
1	Ministerial Services (Grade 'A') Examination, June, 1949.	1	171	169	140	36	
2	Ministerial Services (Grade 'B') Examination, June, 1949.	1	214	204	171	45	
3	Ministerial Services (Stenographers) Examination, February, 1949.	1	127	100	76	11	
4	Ministerial Services (Stenotypists) Examination, February, 1949.	1	16	12	9	2	
5	R. P. N. "Regular & Special Entry Examination, February, 1949.	1	81	77	66	16	
6	R. P. N. Examination, February, 1949.	1	52	47	40	8	
	TOTAL ...	6	661	609	502	118	

APPENDIX VII

Statement Regarding Various Tests Held by the (Ministerial Services) Branch During the Year, 1949.

S. No.	Name of Test	Number of Tests	Number of Candidates Applied	Number of Candidates Admitted	Number of Candidates Appeared	Number of Candidates Qualified	Remarks
1	Typewriting tests at Karachi	21	1,324	1 324	908	486	
2	Typewriting tests at Rawalpindi	2	236	236	166	66	
3	**Proficiency Tests at Karachi.**						
	(i) Stenographers	3	239	239	143	41	
	(ii) Stenotypists	3	48	48	34	3	
	(iii) Typists	3	340	340	241	59	
	(iv) Urdu Typists	1	2	2	2	2	
4	**Proficiency Tests at Rawalpindi**						
	(i) Stenograpehrs	3	14	14	7	1	
	(ii) Stenotypists	3	1	1	1	-	
	(iii) Typists	3	96	96	65	40	
	TOTAL ...	36	2,300	2,300	1,567	698	36

S. No.	Subject.	Number of appoint-ment.	Advice sent.
1	2	3	4
1	Appointment to the post of Editor "Ahang" in the Information and Broadcasting Division.	1	The Commission agreed to the appointment being made for a short period and advised that in the meantime the post should be advertised.
2	Appointment to the post of Zoologist in the Pakistan Zoological Survey and Marine Fisheries Department.	1	The Commission did not approve of the appointment and advised that the post should be advertised.
3	Appointment to the post of Seamen Welfare Officer at Liverpool (Labour Division).	1	The Commission advised that the post should be advertised and in the meantime the Ministry might make temporary appointment. The post was subsequently advertised.
4	Appointment to the post of Assistant Quarantine Entomologist in the Plant Protection Department.	1	The Commission did not approve the proposal and advised that he should be given a further research Scholarship. Consequently the Ministry released him of the bond instead of granting him further research Scholarship.
5	Appointment to the post of Assistant Quarantine Entomologist in the Plant Protection Department.	1	Reference withdrawn and the candidate was appointed in the University of Punjab.
6	Appointment to the post of Assistant Quarantine Entomologist in the Plant Protection Department.	1	The Commission recommended him for the post of Plant Protection Entomologist.
7	Appointment to the post of Under Secretary in the Ministry of Finance ...	1	The Commission as a special case agreed to the proposal but the candidate refused to accept the offer.
8	Appointment to the post of Executive Engineer in the M.E.S. ...	1	The Commission did not approve of the appointment as the posts of Executive Engineer had been advertised and the recruitment was in hand.
9	Appointment to the post of Chief Accounts Officer in the Central Collectorate Lahore.	1	The Commission did not approve of the appointment and advised that the post should be advertised.
10	Appointment of certain Emergency Cadre Officers of the Military Accounts Department to regular class I service in the Audit Department.	11	The Commission approved of the appointments except those of four officers.
11	Appointment to the post of Director of Navigation in the Central Engineering Authority.	1	The Commission agreed to the appointment as a special case for a period not exceeding 3 years.
12	Appointment to the post of Additional Custodian of Evacuee Property under the Ministry of Refugees and Rehabilitation.	1	*The Commission suggested an immediate advertisement of the post. The requisition was received but subsequently it was withdrawn and an outsider appointed in contravention of the Commission's advice.*
13	*Appointment as Personnel Research Officer in the R.P.A.F.* ...	*2*	*The Air Head Quarters withdrew the case.*

	Appointments to the posts of Director General Railways, Chief Engineer of the E. B Railway and Director Mechanical Engineering, under the Railway Division.	3	The Commission agreed to the appointments being made for less than 3 years under Regulation 4 (b).
15	Appointments to the posts of Chief Medical Officer, Baluchistan and Civil Surgeon, Quetta.	2	The Commission did not approve of the appointments.
16	Appointments to the posts of Assistant Chemist in the Geological Survey of Pakistan under the Industries Division.	2	The Commission approved of the appointments.
17	Proposed appointments to the posts of Assistant Directors of Inspection, Pakistan Supply Commission in London.	2	The Commission did not approve of the appointments and advised that the posts should be advertised.
18	Appointment to the post of temporary Civilian Officer in the R.P.A F. ...	1	The Commission agreed to the appointment for a short period and advised that in the meantime post should be advertised. The proposal was dropped.
19	Proposed appointment to the post of Executive Engineer in the M.E.S. ...	1	The Commission did not approve of the appointment as Mr. S. M. Ibrahim did not apply in response to the advertisement issued by the Commission.
20	Proposed appointment to the post of Stores Examiner in the Printing and Stationery Department.	1	The Commission did not approve of the appointment and suggested that the post should be advertised. Subsequently the Ministry converted the post into that of Chemical Assistant.
21	Appointment to the post of Meteorologist in the Pakistan Meteorological Department.	1	The Commission approved of the appointment.
22	Appointment as Superior Service Officer in the Pakistan Audit Department ...	1	The Commission agreed to the appointment for a period not exceeding three years.
23	Appointment to the post of Executive Engineer in the M.E S. ...	1	The Commission did not approve of the appointment as K. S. Mohd. Hayat did not apply in response to the Commission's advertisement.
24	Appointment to the post of Officer on Special Duty in the Malaria Institute of Pakistan to be attached to the World Health Organisation Malaria Demonstration Team.	1	The Commission approved of the appointment.
25	Appointment to the posts of Assistant Director Air Transport in the Civil Aviation Department.	1	The Commission did not approve of the appointment and advised that the post should be advertised. The Commission's advice was accepted.
26	Appointment to the post of Deputy Director of Advertising, Films and Publications in the Department of Advertising, Films and Publication.	1	The Commission did not approve of the appointment. He was made already Dy. Director of Advertising Films & Publications.
27	Appointment to the post of Extra Assistant Director in the Central Engineering Authority.	1	The Commission did not approve of the appointment and advised that the post should be advertised. The post was not advertised as the appointment was made for one year.
28	Proposed appointments to the posts of Extra Assistant Directors in the Central Engineering Authority.	7	The Commission advised that the posts should be advertised, but no requisition (till December, 1950) had been received.
29	Appointment to the post of Information Officer, in the Information & Broadcasting Division	1	The Commission did not approve of the appointment and advised that the post should be advertised. The advice was accepted.
30	Appointment to the post of Civilian Gazetted Officer in the Military Food Laboratories Lahore Cantt.	1	The Commission approved of the appointment.

APPENDIX VIII

2	3	4
Appointment to three posts of Additional Examiner of Patents and Designs ...	3	The Commission approved of the appointments under Regulation 4 (b).
Appointment to the post of Extra Assistant Director in the Central Engineering Authority.	1	The Commission advised that the post should be advertised, but no requisition (till December, 1950) had been received.
Appointment to the posts of Economic Investigator in the Office of the Director Labour Bureau, under the Central Labour Commissioner.	1	The Commission approved of the appointment.
Appointment to the post of Deputy Director (Electrical) in the Central Engineering Authority.	1	The Commission approved of the appointment.
Proposed appointment as a probationer in the Central Engineering Service ...	1	The Commission approved of the appointment.
Proposed appointment to the post of Marine Adviser to the E.B. Railway ...	1	The Commission approved of the appointment till 22nd June, 1950.
Proposed re-employment in the post of Civilian Gazetted Engineer in the M.E.S.	1	The Commission approved of the appointment till such time as a suitable candidate became available on regular basis.
Appointment to the post of Extra Assistant Director in the Central Engineering Authority.	1	The Commission advised that the post should be advertised, but no requisition was received till the close of the year.
Ad-hoc appointment to the post of Permanent Representative of Pakistan at the Headquarters of the United Nations at Lake Success.	1	The Commission approved of the appointment.
Appointment as Assistant Financial Advisers in the Ministry of Finance. ...	6	The appointments were approved.
Appointment to the post of Extra Assistant Director in the Central Engineering Authority.	1	The Commission advised that the post should be advertised. No requisition was received till the close of the year.
Proposed appointment to the post of Deputy Director Electrical in the Central Engineering Authority.	1	The Commission approved of the appointment.
Appointment to the post of Assistant Information Officer in the Information & Broadcasting Div.	1	The Commission did not approve of the appointment and advised for advertisement of the post.
Appointment to the post of Chief Engineer, Khewra ...	1	The appointment was approved.
Appointment to the post of a temporary Tele-Communication Engineer on the E. B. Railway.	1	The appointment was approved for one year.
Proposed appointment to the post of Executive Engineer in the M E.S. ...	1	The Commission agreed to the appointment for a period of six months and suggested that in the meantime the post should be advertised.
Appointment to the post of Senior Lecturer in History for the Central Government College for Women, Karachi	1	The Commission agreed to the appointment on contract for two years.
Appointment to the post of Executive Engineer in the M.E S.	1	The Commission agreed to the appointment till such time as a candidate on regular basis became available.

9	Appointment to the post of Assistant Superintendent, Telegraphs Workshop ...	1	The Commission approved of the appointment.
0	Appointment to the post of Research Officer in the Commerce Division ...	1	The Commission approved of the appointment.
1	Appointment to the post of Manager, Litho Printing Office, Survey of Pakistan.	1	The Commission approved of the appointment
2	Appointment to the post of Assistant Director (Establishm-nt) Railway Division.	1	The Commission approved of the appointment.
3	Appointment as a probationer in the Electrical Engineering Department ...	1	The proposal was withdrawn by the Ministry.
4	Appointment to the post of Advisory Chemist in the Office of the Director General of Medical Services.	1	The Commission approved of the appointment.
5	Proposed appointment to the post of Deputy Port Administration Officer in Pakistan Railways service on the East Bengal Railways.	1	The proposal was withdrawn by the Ministry.
6	Appointment to the post of Civilian Gazetted Engineer in the M.E.S.	1	The Commission agreed to the appointment till such time as a suitable candidate became available for appointment on a regular basis.
7	Appointment to the post of Research Officer in the Office of the Economic Adviser to the Govt. of Pakistan.	1	The Commission suggested advertisement. The post was advertised and Mr. Ameen Tareen was selected but he refused to accept the post.
8	Appointment to the post of Civilian Engineer (Base Electrical Officer) in the R.P.N.	1	The proposal was dropped by the Ministry.
9	Appointment to the post of Officer on Special Duty in the Revenue Division ...	1	Appointment was approved for one year.
0	Appointment to the post of Member, Central Board of Revenue and Joint Secretary in the Ministry of Finance.	1	Appointment was approved for a period of two years.
1	Appointments to the posts of Senior Lecturers (in the Gazetted Scale) in the Government Degree College, Quetta.	Being made	The Commission approved of the proposal pending selection through the Commission.
52	Proposed appointment to the post of Assistant Director (Technical) in the training School of Radio Pakistan.	1	The Commission approved of the appointment.
53	Proposed appointment to the post of Assistant Director General Medical Services (Public Health).	1	The Commission agreed to the appointment for a period not exceeding one year and advised that in the meantime the post should be advertised.
54	Proposed appointment to the post of Assistant Accounts Officer in the Communications Division.	1	The Commission agreed to his continued appointment for a period of six months and advised that the post should be advertised
55	Proposed appointment to the post of Permit Officer, Bombay ...	1	The appointment was approved for one year.
56	Appointment to the post of Civilian Engineer in the M.E.S. ...	2	The Commission approved of the appointment of Mr. E. K. Bawa temporarily till such time as a suitable candidate became available for appointment on regular basis. Regarding Mr. Qureshi the Commission suggested that he should apply in response to the Commission's advertisement.

1	2	3	4
67	Appointment to the posts of Communications Engineers and Engineering Inspector in the Communication Services of the Civil Aviation Department.	4	The Commission approved of the appointments.
68	Appointment to the post of Seamens Welfare Officer for Pakistan Seamens Welfare in New York U.S.A.	1	The appointment had been approved by the F. P. S. C. (India) hence the matter was dropped.
69	Appointment to the post of Assistant Station Engineer in Radio Pakistan ...	1	The Commission approved of the appointment.
70	Appointment to the post of Deputy Financial Adviser in the Communication Division of the Ministry of Finance.	1	The Commission agreed to extension of the term of appointment for a further period of one year.
71	Appointment to the post of Press Attache, Embassy of Pakistan in Turkey ...	1	Case was under consideration till the close of the year.
72	Appointment to a temporary post of Superior Services Officer in the Emergency Cadre of the Military Accounts Department.	1	Case was under consideration till the close of the year.
73	Appointment to the post of Accountant on a permanent basis in the Co-operation and Marketing Department.	1	The Commission advised that the Department may themselves make recruitment to the post of Accountant.
74	Appointment to the post of Assistant Constructor in the R.P.N. ...	1	The appointment was approved.
75	Appointment to the post of Education Officer (Technical) in the Education Division.	1	The Commission advised that the post should be re-advertised.
76	Appointment to the post of Assistant Engineer E/M in the M.E.S.	1	The Commission agreed to his continuance and advised that in the meantime the post should be advertised.
77	Proposed appointment to the post of Publicity Adviser to the Government of Pakistan.	1	The Commission agreed to the proposal, if a foreigner could be appointed to the post. Mr. Scott, however, refused the offer of appointment.
78	Proposed appointment to the post of Civilian Director of Music in the R.P.A.F.	1	The Commission approved of the appointment.
79	Appointment to the post of Deputy Assistant Controller of Military Accounts...	1	The appointment was approved for one year.

).	Name of post for which recommended.	Number recommended by the Commission	Advice sent.
	2	3	4
	Proposal to retain his lien on the post of Deputy Controller, Printing and Stationery.	1	The Commission agreed to the proposal.
	Geologist in the Industries Division ...	1	The posts of Geologist were advertised by the Commission and Mr. Hai took his chance along with other candidates. The Commission recommended him for appointment.
	Assistant Secretary in the Ministry of Commerce, Industries and Works (Works Division).	1	The promotion was approved.
	Deputy Collector Central Excise ...	1	The promotion was approved.
	Deputy Directors in the Food Division ...	2	Case was under consideration till the close of the year.
	Pakistan Audit Service Class I ...	7	Promotions were approved.
	Assistant Secretary in the Ministry of Education and Industries (Industries Division).	2	The Commission approved of the promotions.
	Assistant Secretary in the Ministry of States and Frontier Regions ...	1	The Commission approved of the appointment in an officiating capacity.
	Assistant Secretary in the Ministry of Foreign Affairs and Commonwealth Relations.	3	Promotions approved
	Assistant Secretary in the Cabinet Secretariat ...	1	The Commission approved of the appointment.
	Assistant Secretary in the Cabinet Secretariat ...	1	Promotion was approved but the Commission's advice to declare him senior was not accepted.
	Health Officer, Karachi Air Port ...	1	The Commission advised that the post should be advertised. Matter was pending with the Ministry till the close of the year.
	Selection grade of the P.C.S. (Executive Branch) ...	3	The Commission approved of the promotions to listed posts on the Executive side of the Punjab Civil Service.
	Assistant Secretary to the Development Board, Ministry of Economic Affairs ...	1	The Commission did not approve of the appointment. The advice of the Commission has not yet been accepted by Government.
	Promotion as Income Tax Officers, Class I Grade I ...	14	All the officers proposed were approved except one.

6	Promotions as Assistant Secretaries in the Government of Pakistan Secretariat	26	The appointments were approved.
7	Engineer-in-Charge of Wireless Regions ...	2	Promotions of Messrs R. H. Nailer and M. S. Durrani were approved.
8	Assistant Secretary in the Ministry of Defence ...	1	The promotion was approved.
9	Assistant Secretary in the Home Division ...	1	The promotion was approved.
0	Divisional Engineer (Class I) ...	17	Case was under consideration till the close of the year.
	,, ,, (Class I) ...		
	Divisional Personnel Officer (Class I) ...		
	Divisional Mechanical Engineer (Class I) ...		
	Mechanical Engineer (Carriages) (Class I) ...		
	Publicity and Public Relations Officer (Class I) ...		
	Mechanical Engineer (Loco) (Class I) ...		
	District Controller of Stores (Class I) ...		
	District Controller of Stores (Class I) ...		
	District Controller of Stores (Class I) ...		
	Divisional Medical Officer (Class I) ...		
	Welfare Officer (Class I) ...		
	Divisional Personnel Officer (Class I) ...		
	District Medical Officer (Class I) ...		
	District Electric Engineer (Class I) ...		
	District Mechanical Engineer (Class I) ...		
	District Controller of Stores (Class I) ...		

APPENDIX X.

Statement Showing Appointments Reported to the Commission in the Monthly Returns after the expiry of the period of Appointment.

Name of the Ministry	Name of the post.	Post held From to	Date on which the appointment was reported to the Commission	Total period after which reference was made to the Commission.	Remarks.
2	3	4	5	6	7
Ministry of Defence. (Meteorological Department).	Regional Director, Class I.	12-11-49/11-1-50	30-1-50	Month — Days. 0 — 19	Appointments were made for two months duration only.
do	Meteorologist, Class I.	,, ,,	,,	0 — 19	
do	,,	,, ,,	,,	,,	
do	,,	,, ,,	,,	,,	
do	,,	,, ,,	,,	,,	
do	Asstt. Meteorologist Class II.	,, ,,	,,	,,	
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do	Asstt. Meteorologist Class I.	12-11-49/11-1-50	30-1-50	0 — 17	
do	,,	,, ,,	,,	,,	
Ministry of Commerce & Works, (Works Division)	Electrical Engineer, Class I.	16-10-48/22-2-49	12-7-49	4 — 18	
do	Executive Engineer.	27-12-48/16-5-49	6-9-49	3 — 20	
do	,,	14-5-49/16-6-49	,,	3 — 20	

21	Ministry of Commerce & Works (Works Division).	Administrative Officer, Class I.	7-7-49/2-8-49	6-9-49	0 — 28	
22	do	Asstt. Administrative Officer, Class II.	7-7-49/7-8-49	"	0 — 28	
23	Ministry of Communications (Communication Division)	Dy. Chief Engineer, T. H. C. Class I.	8-5-49/7-7-49	1-9-49	1 — 24	
24	do	D E. T., Karachi.	24-9-49/23-10-49	18-11-49	0 — 25	
25	do	Post Master, Class II.	7-11-49/6-12-49	6-2-50	2 — 0	

No.	Name of Ministry/Division	Post to which appointed	Date from which appointed.	Date on which a reference to the Commission was made.	Period of employment after which a reference was made to the Commission.
1	2	3	4	5	6
1	Railway Division.	1. Chief Engineer E. B. Railway. 2. Director, Mechanical Engineering	15-8-1947 2-10-1947	25-1-1949	Period more than one year.
2	Railway Division.	Tele-Communication Engineer.	9-12-1944	4-6-1949	After 4½ years.
3	Ministry of Finance (Communication Division).	Asstt. Accounts Officer.	6-10-1948	18-10-1949	Period exceeded one year.
4	Ministry of Law & Labour.	Assistant Secretary.	1-3-1941	14-11-1949	8 years 7 months and 13 days.
5	Ministry of Industries.	do	20-11-1942	do	6 years 11 months and 14 days.
6	Ministry of Industries.	do	18-8-1943	do	6 years 1 month and 28 days.
7	Information and Broadcasting Division	do	20-3-1949	do	5 years 6 months and 28 days.
8	Ministry of Kashmir Affairs.	do	19-5-1944	do	5 years 5 months and 25 days.
9	Ministry of Commerce and Works.	do	13-7-1944	do	5 years 3 months and 1 day.
10	Ministry of Commerce and Works.	do	26-8-1944	do	5 years 1 month and 16 days.
11	Health Division.	do	17-1-1945	do	4 years 9 months and 27 days.
12	Ministry of Commerce and Works.	do	22-2-1945	do	4 years 7 months and 22 days.
13	Ministry of Foreign Affairs and Commonwealth Relations.	do	19-3-1945	do	4 years 6 months and 25 days.
14	Home Division.	do	25-10-1945	do	4 years 1 month and 21 days.
15	Ministry of Communications.	do	22-1-1946	do	3 years 8 months and 22 days.
16	Ministry of Refugees & Rehabilitation.	do	26-3-1946	do	3 years 6 months and 18 days.
17	Ministry of Communications.	do	10-6-1946	12/14-11-1949	3 years 6 months and 4 days.
18	Cabinet Secretariat.	do	27-8-1946	do	3 years 1 month and 17 days.
19	Ministry of States & Frontier Regions.	do	9-9-1946	do	3 years 2 months and 5 days.
20	Home Division.	do	25-4-1947	do	2 years 5 months and 19 days.

21	Ministry of Finance.	Assistant Secretary	1- 5 -1947	12/14-11-1949	2 years 4 months and 13 days.
22	Ministry of Refugees & Rehabilitation.	do	23- 6 -1947	do	2 years 3 months and 21 days.
23	Education Division.	do	19- 7 -1947	do	2 years 2 months and 25 days.
24	Ministry of Foreign Affairs and Commonwealth Relations.	do	15- 8 -1947	do	2 years 1 month and 29 days.
25	Ministry of Foreign Affairs and Commonwealth Relations.	do	30- 8 -1947	do	2 years 1 month and 14 days.
26	Cabinet Secretariat.	do	20-10-1947	do	1 year 11 months and 24 days.
27	Home Division.	do	5-11-1947	do	1 year 11 months and 9 days.
28	Ministry of Foreign Affairs and Commonwealth Relations.	do	6-11-1947	do	1 year 11 months and 8 days.
29	Ministry of Communications, (Railway Division)	Divisional Engineer, (Class I).	16- 4 -1947	12-12-1949	2 years 8 months and 4 days.
30	do	do	3- 6 -1948	do	1 year 6 months and 9 days.
31	do	Divisional Personnel Officer (Class I).	9-12-1947	do	2 years and 3 days.
32	do	Mechanical Engineer, (Carriage) (Class I).	29- 4 -1948	do	1 year 7 months and 13 days.
33	do	Mechanical Engineer, (Loco) (Class I).	14- 2 -1948	do	1 year 9 months and 28 days.
34	do	District Controller of Stores (Class I).	31- 1 -1948	do	1 year 10 months and 11 days.
35	do	do	23- 4 -1948	do	1 year 7 months and 21 days.
36	Railway Division.	do	16-12-1947	do	2 years 11 months and 28 days.
37	do	Divisional Medical Officer, (Class I).	12- 8 -1947	do	2 years 4 months and nil days.
38	do	do	9- 8 -1947	do	2 years 4 months and 3 days.
39	do	do	10-10-1947	do	2 years 2 months and 2 days.
40	do	Welfare Officer (Class I).	27- 2 -1948	do	1 year 9 months and 17 days.
41	do	District Medical Officer, (Class I).	1- 4 -1945	do	4 years 8 months and 11 days.
42	do	District Medical Officer.	26- 5 -1947	do	2 years 6 months and 18 days.
43	do	District Medical Officer, (Class I).	15- 8 -1947	do	2 years 3 months and 29 days.
44	do	District Mechanical Engineer (Class I).	31-10-1948	do	1 year 1 month and 11 days.
45	do	District Controller of Stores (Class I).	15- 8 -1947	do	2 years 3 months and 29 days.
46	do	Assistant Director Establishment (Class I).	10- 2 -1947	do	2 years 8 months and 2 days.

APPENDIX XII

Agenda for the Conference of all Public Service Commissions in Pakistan to be held on the 7th & 8th November, 1949, at Karachi.

(The Conference will commence at 10-30 A. M. on the 7th November, 1949)

I—CONSTITUTION ETC.

1. To consider the proposal that the authority to appoint the Chairmen and Members of the Public Service Commissions and to determine their conditions of service should vest in the Governor-General.

2. To consider the advisability of having a combined Public Service Commission for the whole of Pakistan with Headquarters at the Centre and Branches at Provincial Centres.

3. To consider the status of the offices of the Public Service Commissions.

4. To frame proposals for the duties, functions and Rules of procedure of the Public Service Commissions under the new Constitution.

Note : It is suggested that this work may be entrusted to a Sub-Committee of the Confernece consisting of :—

1. Chairman	-	Mr. Dash.
2. Convener	-	Mr. Abdul Ghafoor Khan.
3. Members	-	Mr. Hingorani. Ch. Nazir Husain.

II—RECRUITMENT, EXAMINATION, DETERMINING QUALIFICATIONS ETC.

5. (a) To consider the desirability of instituting psychological tests and obtaining facilities for conducting such tests.

(b) To consider the desirability of opening a Section in the Offices of P.S.Cs. to follow up the careers of the persons recruited and to receive confidential reports on them every six months.

6. To consider (1) whether there should be simultaneous advertisement in Pakistan and abroad for posts for which suitable candidates are not likely to be found in Pakistan (2) whether in the case of recruitment from outside Pakistan selection should be made on the recommendations of the High Commissioners based on advice from Special Selection Boards.

7. To resolve that the Commissions should have the right to modify the qualifications and conditions of service e.g. age etc. required for a post.

8. To resolve that in cases where the Commissions are invited to participate in selections which are not included in their statutory duties, the decision of the Commission should be accepted as final.

9. To consider whether accrued merit (the experience gained by an officer) appointed without proper selection should be given consideration in determining his suitability for a post which is later on advertised.

10. To consider the question of payment of T. A. to candidates called for interview.

11. To discuss the criterion to determine age when a candidate has, due to circumstances beyond his control, lost his Matriculation or Birth Certificate.

III—GOVERNMENT VIS-A-VIS THE COMMISSIONS

12. To consider the proposal that decisions to exclude any matter from the purview of the Commissions should be taken by the Governor-General *i. e.* the pre-partition position should be revived).

13. To consider the adoption of some workable procedure to secure that :—

(a) powers of making temporary appointments without consulting the Commission are not abused ;

(b) action is taken immediately on the advice tendered by the Commission.

Note 1. Preferably before the appointment is made, the advice of the Commission as to the *prima facie* suitability of the candidate should be sought. If this is not possible, then within a month of such appointment, a report of the circumstances under which the appointment was made should be furnished to the Commission and a certificate of suitability obtained.

Note 2. The Commissions should have the same powers in this respect as the Civil Service Commission, viz., that the A.Gs. should refuse payment of salary to persons after three months, who do not possess the above mentioned certificate.

15. To resolve that Government should not have the right to ask for more names than the number of vacancies.

15. To resolve that Government should have no right to enquire from the Commission the reasons for their decision in case of a particular recruitment or to obtain the Commissions' records.

16. To consider the definition of the term "through proper channel" in the case of the applications submitted by Government servants.

17. To consider the procedure to be adopted in the event of Government not accepting the recommendations of the Commission.

18. To consider the question of submission of annual or half-yearly reports of the Commissions to the Central Government (Governor General through the Governor) and their prompt publication by Government for the information of the public. (Any deletion, if considered necessary by Government, should be made with the express concurrence of the Commissions).

19. To resolve that the Commission should in all cases be consulted when it is proposed to retain an officer in service after superannuation or to re-employ a superannuated officer.

IV—PROMOTION AND TRANSFER OF OFFICERS.

20. (a) To consider the procedure regarding promotion of public servants. (1. Should Governments ask the Commissions to advise on the suitability of a particular officer or officers or to select the most suitable officer from a Cadre ? 2. Should the officers nominated by Government or considered suitable for promotion be interviewed by the Commission ?).

(b) What should be the attitude of the Commissions regarding Departmental Promotion Committees.

21. To consider whether the Public Service Commissions should be consulted about the transfer of an officer from one post to which he was recruited to another post requiring different qualifications, as an act of favour or as a punishment or with the object of securing his removal from service.

V—DISCIPLINARY ACTION.

22. To consider what steps should be taken to clarify the procedure applicable to disciplinary action against officers and to revise and redraft rules and conventions.

Note : It is suggested that the Sub-Committee mentioned in item 5 may undertake this work also.

23. To consider at what stage or stages the Commission should be consulted in disciplinary matters.

VI—MISCELLANEOUS.

24. To evolve a uniform policy to be adopted regarding appointment of returned overseas scholars.

25. To resolve that all selections for State Overseas Scholarships shall be made by the Commissions.

26. To consider whether provision should be made in the Rules for the Chairman and Members of the Public Service Commissions to recess in the hills.

27. To consider the question of the position of the Chairman and Members of the Public Service Commissions in the Warrant of Precedence.

28. To consider the proposal that Provincial Public Service Commissions should be associated with the task of revising the syllabus for the Central Superior Services Examination in order to ensure that the syllabuses for the Provincial Civil Services Examinations are framed on similar lines.

APPENDIX XIII

Proceedings of the First Conference of All Public Service Commissions in Pakistan

All the members assembled in the Conference Room at 10.30 A. M. and proceed d to the grave of the Quaid-i-Azam for 'Fateha'.

The proceedings began at 11.00 A. M. Mr. M. Afzal Husain read his address of welcome briefly dealing with the problems that faced the Public Service Commissions and their functions and powers and made comparison with similar Commissions in the United Kingdom and the Dominions of Australia, Canada and South Africa. Thereafter the agenda was taken up. It was decided to proceed with it seriatim leaving out for fuller consideration any items that needed detailed consideration. The following resolutions were unanimously adopted :—

1.—Resolved that the authority to appoint the Chairman and Members of the Public Service Commission - both Central and Provincial - and to determine their conditions of service should vest in the Governor-General (the head of the State), and further resolved that Government be approached to take immediate action on this recommendation.

2. Talked out.

3. Resolved that the offices of the Public Service Commissions - Central and Provinical-should have the Secretariat status. (It was pointed out that the office of the Public Service Commission of Sind had been given this status).

4. A special committee of the Conference consisting of

Chairman	Mr. Dash.
Convener	Mr. Abdul Ghafoor Khan
Members	Mr. Hingorani.
	Ch. Nazir Husain,

was appointed to frame proposals for the Duties, Functions and Rules of procedure of the Public Service Commissions under the new Constitution. The Committee would carry on its functions through correspondence and would meet for final decision and their recommendations will be circulated to all the members of the Public Service Commissions.

5. (a) Resolved that a trained Psychologist be added to the staff of each Commission for the purpose of conducting psychological tests of candidates.

5. (b) Resolved that the Public Service Commissions should follow up the careers of persons recruited by them and for this purpose they should have the right to call for periodical confidential reports.

6. Resolved that there should be simultaneous advertisement in Pakistan and abroad for posts for which suitable candidates were not likely to be found in Pakistan and that such advertisements should be through the Public Service Commissions. No Ministry should advertise directly for any post within the purview of the Commission. Resolved that in case of recruitment from outside Pakistan selection should be made by the Commissions on the recommendations of the Ambassadors or High Commissioners assisted by special Selection Boards.

7. Resolved that Government should give due attention to the advice of the Commission concerning the qualifications etc., required for a post.

8. Resolved that in cases where the Commissions were invited to make selections which were not included in their statutory duties, the decision of the commission should be accepted as final.

9. Resolved that accrued merit (viz : the experience gained) of a candidate appointed without proper selection should not be given special consideration in determining his suitability for a post for which selection is later made by the Commission.

10 Resolved that the Commissions may sanction payment of travelling allowance to candidates called for interview in special cases and only when the distance covered was not less than 100 miles. Ordinarily Inter class railway fare would be admissible.

11. Deleted.

12. Resolved that decisions to exclude any matter from the purview of the Commission should be taken by the Governor General and should take effect only if the proposal had been laid on the table of the Legislature for not less than a fortnight.

12. (a) Appointments to posts of the grades which normally are within the purview of the Commission shall not be excluded simply on the ground that the Department is temporary.

13. The Commissions viewed with great concern the common abuse of making temporary appointments without consulting them and resolved that in the case of every such appointment (i) the Department concerned should satisfy the Commission about the urgency of the recruitment and (ii) submit within one month the case to the Commission for determining suitability of the candidate. To ensure that prompt action was being taken, the Accountant General should be instructed that no salary should be paid to the officer beyond a period of three months without a certificate of suitability for temporary appointment obtained from the Commission.

14. Resolved that the rule giving Government the right to call for more names than the number of vacancies where ever it still exists should be abrogated (The West Punjab Government have agreed to this).

15. Resolved that the Commissions should have the right to refuse to give the reasons for their decisions in cases of recruitment, or to supply any record or information which the Commission regard as confidential.

16. It was decided that the term " through proper channel " should mean through the appointing authority.

17. Resolved that the following procedure be adopted to ensure that the Commissions' advice receives the fullest consideration by Government.

(i) That the convention that the Commissions' advice should be accepted should not be departed from.

(ii) In exceptional cases where Government find difficulty in accepting the advice of the Commission, the case should be referred back to the Commission for reconsideration together with Government's reasons for the reference.

(iii) If on re-consideration the Commission adhere to their previous advice and Government still find difficulty in accepting the advice of the Commission, the matter shall be referred to the Governor, who before arriving at a decision contrary to the advice of the Commisson will invite the Chairman of the Commission to a conference between himself, his Prime Minister and the Chairman of the Commission.

(iv) It should be open to the Commission to mention cases of disagreement in their annual reports.

18. Resolved that the annual reports of the Commissions - Central as well as Provincial - shall be submitted to the Governor General with a view to prompt publication for the information of the Legislature and the public. No deletion shall be made without the express concurrence of the Commissions.

19. Resolved that the Commission shall in all cases be consulted when it is proposed to retain an officer in service after superannuation or to re-employ a retired officer.

20. All promotions, including promotions within a service, proposed to be made by Government should be within the purview of the Commission. If Government recommend a particular officer for promotion, the Commission should have a right to call for the records of all other officers in the cadre and advise as to who is the most suitable candidate for promotion.

The Commission should have the right to call any "promotion candidate" for interview.

21. Resolved that the Public Service Commissions should be consulted about the transfer of an officer from one post in a service to which he was recruited to another post requiring different qualifications.

22.}
23.} Resolved that the Sub-Committee mentioned

under item 5 may undertake the consideration of items 22 and 23 also.

24. Resolved that the returned "overseas scholars" should face an open competition for appointments.

25. Resolved that all selections for State Overseas Scholarships shall be made by the Commissions.

26. Resolved that there should be provision made in the Rules for the Chairman and Members of the Public Service Commission to recess.

27. Resolved that Members of Provincial Public Service Commissions should rank in the same entry but above the Provincial Secretaries in the Warrent of Precedence.

28. Resolved that Provincial Public Service Chmmissions should be associated with the task of revising the syllabus for the Central Superior Services Examination in order to ensure that the syllabuses for the Provincial Civil Services Examinations are framed on similar lines.

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